The Labour Gazette

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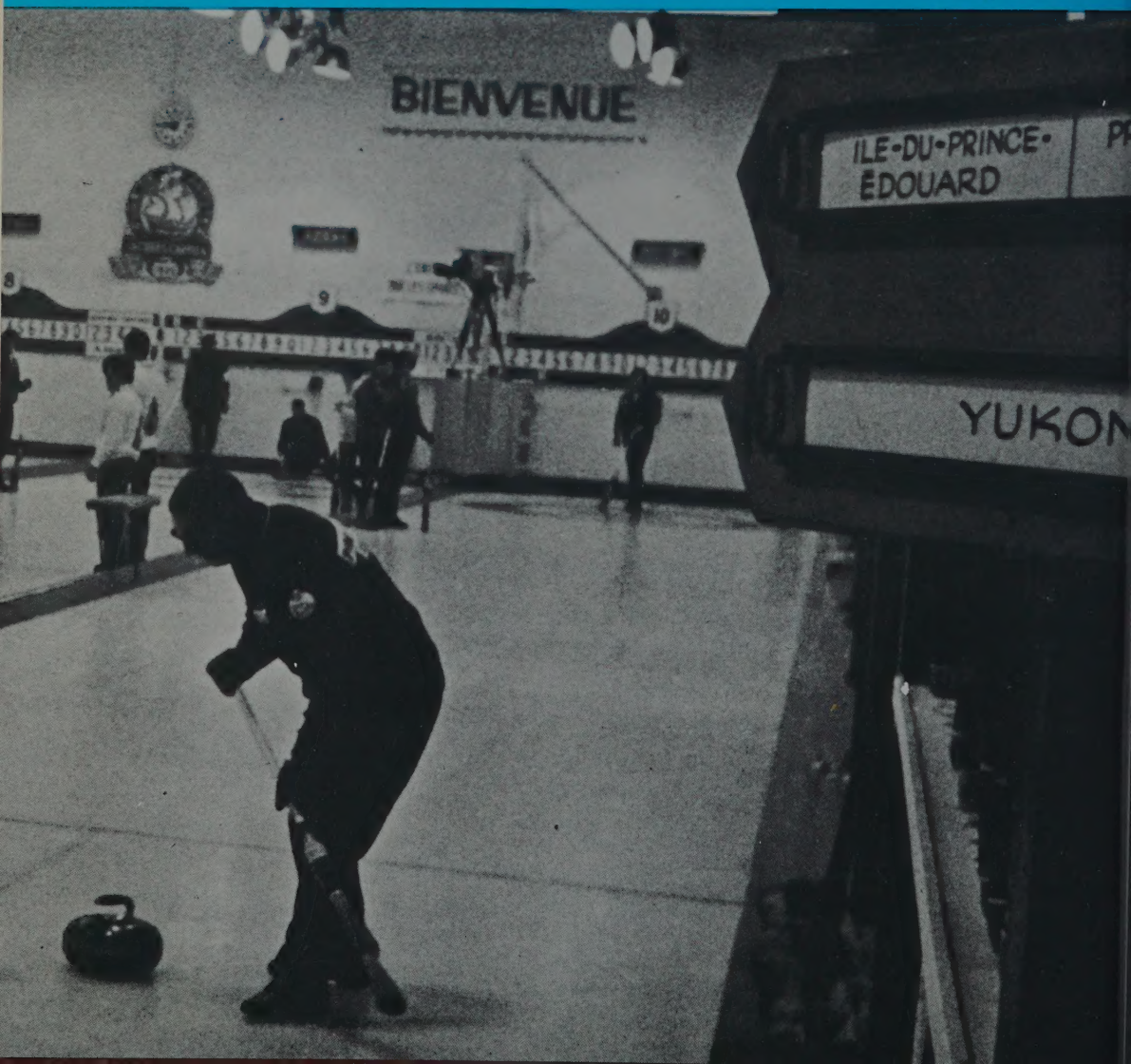
An increase in usable leisure is one of the major appeals of the reduced workweek. It can mean a new way of life, with more time for shopping, recreation, cultural activities, hobbies, family outings or continuing education. And with a staggered workweek it can mean less crowding of recreational and shopping facilities. See: A Report on the Four-Day Week, by George Sanderson, p. 116.



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News briefs

■ **More than 290 major collective agreements governing 500 or more employees excluding construction will expire in 1972 according to statistics compiled by the Canada Department of Labour.** Information on expiring collective agreements for all industries is available in a publication titled "A Calendar of Expiring Collective Agreements 1972."

Of 700 major collective agreements on record covering 1,486,210 employees, 293 contracts covering 653,060 workers will expire in 1972. These contracts cover bargaining units of 500 or more employees in all industries except construction. Information is included for the first time on expiring agreements for the construction industry, governing three or more employees, in which a total of 157 contracts expire in 1972. Of these, 136 expire in March and April.

Contracts are grouped by month of expiry, province, industry and legislative jurisdiction. The Calendar is based on information available as of December 1, 1971 and is subject to revision because of current negotiations. An updated version of the Calendar will be available in July 1972. The Calendar of Expiring Collective Agreements is a supplement to the Collective Bargaining Review, and is prepared by the Collective Bargaining Division of the Economics and Research Branch. Free copies are available on request from the Canada Department of Labour, 340 Laurier Avenue West, Ottawa, K1A OJ2.

■ **C. W. (Charlie) Rump, 61, has retired as gen secretary of the National Joint Council of the Pu Service of Canada, a voluntary post he held since Council's inception in 1944.** Rump, who joined the C ada Department of Labour in 1935 as assistant edito the Labour Gazette, is currently Secretary of the R way Transport Committee of the Canadian Trans Commission and also Secretary of the Commissi Water Transport Committee. He will continue to be tive in both these positions.

At a reception held recently to thank Rump for his l service as general secretary he was presented with a ver tray by J. P. Connell, Council Chairman and D uty Secretary of the Treasury Board Secretariat's sonnel Policy Branch, and Claude A. Edwards, Chairman and President of the Public Service Allia of Canada. A graduate of the University of Toro Rump joined the Canada Department of Labou 1935, later moving to the former Board of Trans Commissioners in 1946. The National Joint Council provided a forum since 1944 for communication tween Government and its more than 200,000 fed employees and employee organization representat on topics that do not normally fall within the juris tion of collective bargaining.

Marion V. Royce, Toronto, former director of the nada Department of Labour's Women's Bureau, and nsultant for the Royal Commission on the Status of men, has been awarded the Service Medal of the Or- of Canada. When the Women's Bureau was formed September 1954, Miss Royce was appointed as its t director, a position she held until her retirement at end of 1966 (LG 1967, p. 164). In this capacity she ed as Adviser to the United Nations Commission on Status of Women held in Geneva, New York and nos Aires from 1958 to 1960. She served also as a mber of the International Labour Organization's el of consultants on the problems of women work- An honorary life member of the National Council Women of Canada, and of the Canadian Association Adult Education, she was also Consultant for Social l International Questions on the staff of the World CA, with headquarters in Geneva. During her dec- as consultant, Miss Royce represented the World CA on the Churches' Commission on the Interna- al Affairs of the World Council of Churches. Service dals are awarded for "excellence in all fields of en- vour in Canadian life."

■ **There were about 38,500 vacant jobs in Canada for full-time employees in the third quarter of 1971, reports Statistics Canada. The figure is 15 per cent higher than in the third quarter of 1970.** This report represents the first data obtained from the job vacancy survey that is conducted by Statistics Canada, under contract, for the Department of Manpower and Immigration. The survey is conducted by both mail and interviews among all employers except the classifications of agriculture, domestic service, fishing and trapping and the military. Further reports will be published quarterly. The survey was instituted to fill a gap in knowledge about labour demand, as there is already much available information on labour supply.

Of the vacancies in the third quarter of 1971, just under half were in the white-collar categories. The main components were: professional, technical and managerial—7,500 vacancies (19 per cent) and clerical and sales—11,000 vacancies (28 per cent). Regional distribution of vacancies was as follows: Ontario, 45 per cent; Québec, 19 per cent; Prairies, 15 per cent; Pacific region, 12 per cent; and the Atlantic region, 9 per cent.

■ **Evelyn Best, a legislative research officer for the Legislative Research Branch, Canada Department of Labour, retired recently.** A graduate of Queen's University, she joined the Department's Library and Research Branch in 1931. When the Legislation Branch was formed in 1942, replacing the Library's research division, she moved to the new branch. From 1949 to 1969, Miss Best served as Secretary-Treasurer of the Canadian Association of Administrators of Labour Legislation, an organization of deputy ministers and other senior officers of the federal and provincial departments of labour. When she resigned from this position in 1969, a dinner was given in her honour by the deputy ministers of labour.

■ **The B.C. Government Employees' Union has welcomed a B.C. Supreme Court judgment that says that the BCGEU is the bargaining agent for provincial employees.** The judgment of Mr. Justice James MacDonald says: "Section 72 (1) (of the Civil Service Act) gives the executive of the plaintiff union (the BCGEU) recognition as the bargaining representative of civil servants generally." BCGEU General Secretary John Fryer said the judge's interpretation of the Act serves to clarify the question of recognition of the union and several other issues in the relationship between the BCGEU and the government.

■ **Nearly 70 per cent of men and women who completed a Canada Manpower Training program in 1970 were full employed within three to four months.** "Given the rapid rise in the labour force relative to employment opportunities through 1970, these results demonstrate the very positive contribution that the Canada Manpower Training Program is making to the higher productivity, employment and the income security of families in Canada," Otto Lang, Minister of Manpower and Immigration, said in announcing the results of a survey. The report covers 125,713 persons who completed full-time courses in public institutions between January and December 1970.

The survey includes only those adult members of the labour force referred by Canada Manpower counsellors to full-time training in public vocational and technical training institutions. It does not include those whose training is paid for by the Department in private training institutions and by employers who have contracted with the Department for the training of their employees. Excluded also are apprentices taking the classroom portion of their training in public institutions.

Results of the survey indicated that of the nearly 70 per cent now working, only 33 per cent of them had jobs before entering their courses. Their average pay increased by 13 per cent or more than $47 a month as a result of their training.

Mr. Lang emphasized that about 60 per cent of the survey group in 1970 had pre-training earnings below the Economic Council poverty line, compared with about 24 per cent of all families and unattached individuals in the population as a whole. The training program has proved to be particularly important in alleviating poverty of female heads of families. Roughly 94 per cent of those who took training had pre-training incomes below recognized poverty lines.

Men increased their average earnings by $44 a month and women by $54 a month. For women, this represented a substantial increase over their pre-training earnings (27 per cent compared with 12 per cent for men). Some 345,000 persons were placed in training under the Canada Manpower Training Program in the 1970-71 fiscal year.

■ **Robert Johnston, formerly chairman of the On Water Resources Commission, is the new Deputy ister of Labour for Ontario. He replaces Th Eberlee, who has been assigned the job of bringi fruition the recommendations made by the Ontario ernment's Committee on Government Productivity** will, in effect, reorganize the labour department.

William Dickie, Ontario's director of conciliation mediation services, has been named Assistant D Minister of Labour for industrial relations. Dicki had more than 30 years experience in indu relations.

Johnston was chief negotiator for the Governme collective bargaining matters and has had wide e ence in labour relations. He served as director o relations for the Ontario Treasury Board, which gains with public service groups.

Eberlee, who has been Deputy Minister of Labou the past six years, began his new assignment as D Minister to implement COGP recommendation January 1, 1972. His main task will be to advise sury Board on the best organizational arrangemen implementing the recommendations made by the ductivity committee. The committee has already mitted two interim reports. The first dealt with s policy, the role of the Provincial Auditor and the a ties of the Cabinet Secretariat; the second with th of the Cabinet and Secretariat; and the third with ernment organization, automatic data processing man resource management, real property manage and information and communications services.

■ **Britons work longer hours than Europeans, dians or United States workers but have the lowes of days lost because of walkouts.** Workers in Ca the U.S., Italy and Australia have lost more time British workers through internal disputes during 69. A higher number of Britons are working no more wives have entered the labour market. Acco to **Social Trends,** the British Government's annua vey of statistics, the number of working days in B lost through sickness in 1970 has climbed to 7½ a worker from 5½ in 1960. One explanation sugges that people now feel they can afford to take a day a minor complaint.

Labour and management sit down together, not to uss their differences, but to study and learn at Niag- College, Welland, Ont. It's a place where industrial rvisors take time off during the working day to con- rate instead on books and seminars. The College's ur studies program, now in its third year, is the only of its kind in Canada; its industrial relations pro- n, in its second year, is pioneering educational con- s proposed by the Economic Council of Canada.

hundred and eleven full-time and part-time stu- ts are enrolled in three programs: industrial rela- s, labour-management relations and labour studies. olment has increased and programs have broadened y year. In the first year of the labour studies pro- n, only the history of trade unions in Canada was ght. Courses now include human relations in the n, communication, contemporary social problems, nomics and psychology.

y students, all on union scholarships and averaging ears of age, are enrolled in three of the eight courses ling to a certificate in labour studies. Courses in this gram are scheduled during the day and evening to mmodate shift workers. Thirty-six other adult stu- ts from management and labour ranks are working ard a certificate in labour-management relations, many are released from their jobs to attend day ses. Fourteen full-time day students are working ard a diploma in industrial relations.

st people think of the worker as the last person to interested in further education, but they are wrong, . W. Whitehouse, Assistant Dean of the school, said. n average of 35,000 workers a year throughout Can- spend evenings, weekends and other free time on cational programs sponsored by their unions," he d.

has been impressed by the enthusiasm of labour dies students ranging in age from 20 to 54. "They n't taking courses to advance themselves in their s, but to broaden themselves individually, to equip mselves to make a greater contribution in every as- t of their lives."

wo-year program leading to a diploma in industrial tions is geared to a broad range of career opportu- es and is "designed to provide knowledge and un- derstanding of industrial relations processes, and of human behavior, as well as skills in problem-solving." Career opportunities for graduates include positions as personnel and industrial relations assistants, training positions leading to positions of administrative responsibility, safety supervision, personnel and labour research specialists.

Objectives of the certificate program in labour-management relations are to give labour and management "an understanding of, and skill in, the resolution of problems that arise as a result of inadequate understanding of the processes of communication, industrial relations in their legal and institutional settings, and basic human relationships."

■ **Daniel G. Hill has been appointed Chairman of the Ontario Human Rights Commission.** He succeeds Dr. Louis Fine, the first Chairman of the Commission, who is retiring after 20 years of service in the field of human rights. Walter Currie, Director of the Indian-Eskimo Studies program at Trent University, Peterborough, has been appointed a Commissioner of the Ontario Human Rights Commission.

Dr. Hill has been Director of the Commission since 1962, during which time he has been responsible for establishing and expanding the Commission's administrative program. As Chairman, he will be responsible for guiding the Commission into new program areas and advising the Minister of Labour and the Government on human rights policies. Currie is fluent in the Ojibwa language, has worked with numerous Indian organizations and is past president of the Indian-Eskimo Association of Canada. For many years he was an adviser on Indian Affairs to the Ontario Department of Education. He is a former school teacher and principal of Danesbury Public School in North York.

50 years ago

A request for a moratorium on home purchase agreements; teachers' pensions; strikes in 1921; an injunction against picketing; the annual report on Canadian coal production; industrial accidents in 1921; new Saskatchewan legislation; the report of the Manitoba Joint Council of Industry; and a system of wages paid to family heads in France were some of the topics reported in The Labour Gazette of March 1922.

■ **The Trades and Labour Council of Guelph, Ont., decided to ask the Ontario Legislature to enact legislation forbidding any person lending money to charge interest at a rate exceeding 5 per cent.** Another resolution asked for a moratorium act on real estate and home purchase agreements, to remain in force for one year, as a measure of relief to those who purchased houses durin war on instalments and who, owing to unemploy were then unable to meet their payments and compelled to mortgage their homes or lose their eq

■ **The New Brunswick Speech from the Thron nounced that legislation would be enacted to pr pensions for retiring teachers.** The school teacher signified their willingness to co-operate with the ernment by giving an annual contribution and b materially increasing the financial burden of the pr cial government.

■ **The Canada Department of Labour reported during 1921, there was a considerable reduction b the number of strikes and in the number of employe volved compared with any year since 1916.** Com

h 1920, however, the time loss was slightly greater. A ture of the year was the number of strikes in the nting trades for the 44-hour week. Many of these kes were continuing at the end of 1921. There were 5 strikes and lockouts during 1921. Of these, seven re carried over from 1920, making a net total of 138 kes beginning in 1921. The number of employees in- ved in the 145 disputes was 22,930 and the total time s was estimated at 956,461 working days.

Mr. Justice Rose handed down an injunction against keting at a Windsor, Ont., theatre. The matter arose m a strike of four employees at the theatre. When the atre changed hands at the beginning of 1922, the nager informed the employees that he could not pay wages that had been agreed upon in September 21 by the Border Cities Managers' Association and Moving Picture Machine Operators' Union and the deration of Musicians. A meeting failed to settle the uation and the employees were notified that on and er February 4, their services would no longer be re- ired. The four men involved stopped work on Janu- y 27 and the union had the following notice printed: he Windsor Theatre is unfair to organized labour. tronize theatres that are fair to organized labour and lp us to help others." An interim injunction was re- ived and later Mr. Justice Rose granted the contin- tion of the injunction. He said that the statement he Windsor Theatre is unfair to organized labour" s prima facie defamatory.

The Dominion Bureau of Statistics issued its annual port on Coal Statistics for Canada during the year ding December 1921. The total output of coal for the ar was nearly 15 million short tons, valued at 4,273,000 or $4.97 a ton. This quantity was 88 per nt of the amount mined during the preceding year nen the total output was 16.9 million tons, but it was ore than one million tons greater than in 1919. Al- rta led with a production of 5,854,420 tons, followed Nova Scotia and British Columbia.

A total of 908 deaths were caused by industrial acci- nts in 1921, compared with 1,192 in 1920. The steam lway service group had the highest number of fatali- s, 17.4 per cent of the total, with 158 deaths. In the ilding and construction industries, 147 deaths were orted; in the lumbering industry, 128; and in mines, smelters and quarries, 109. Ontario, with 408 fatalities, had the highest toll, followed by British Columbia, 165, Québec, 120 and Nova Scotia, 62.

■ **The first session of the fifth Legislature of Saskatchewan ended in February, having passed several measures directly or indirectly affecting labour.** Among the most important of these was an act providing for mothers' allowances on similar lines to the acts in force in other provinces; an act creating a Bureau of Child Protection to administer the Mothers' Allowances, Juvenile Courts and Children's Protection Acts; and an act raising the age of compulsory school attendance from 14 to 15 years.

■ **The Manitoba Joint Council of Industry submitted its annual report to the Manitoba Legislature.** During the year, 36 cases were dealt with. In 32 of the cases, the council was able to aid in a settlement. In two of the remaining cases, the employees declined to accept the findings of the Council, but after a work stoppage they were forced to accept less favourable terms than they had demanded. In another case, the employers declined to accept the Council's findings and were able to enforce their wishes on their employees. The remaining case involved printers but because of continent-wide affiliations and wider issues involved, the Council could not restore harmony.

■ **For two years, employers in France had been experimenting with a system providing for the payment of a "super wage" to employees who were heads of families.** At first, employers were tempted, because of smaller wage payments required, to hire unmarried or childless married men rather than heads of families. Thus, the very plan that was designed to encourage the raising of larger families tended to discourage this. Plans were then worked out to create depositories or compensation bureaus representing the employers of the same industry or the same locality, in order to distribute equally the expense of the super wage. Each employer contributed, not according to the number of family heads in his employ, but according to the total number of workers he employed, in order to obviate the danger of making bachelors preferred as employees. In practice, the compensation bureau acted as a clearing house. Each employer paid the super wage to the family heads, then paid to or received from the bureau the differences between that payment and his proportionate share of the total expense of the association, determined by the bureau from reports submitted by the individual members. Similar systems had been adopted in Holland and several other countries.

A report on the four-day week

The four-day workweek is still rare in Canada, but business and labour experts predict that it will be a major trend within 10 years. The innovation has usually meant one working day less each week, but little or no reduction in total working hours. It is often referred to as a rescheduled rather than an actually shortened week.

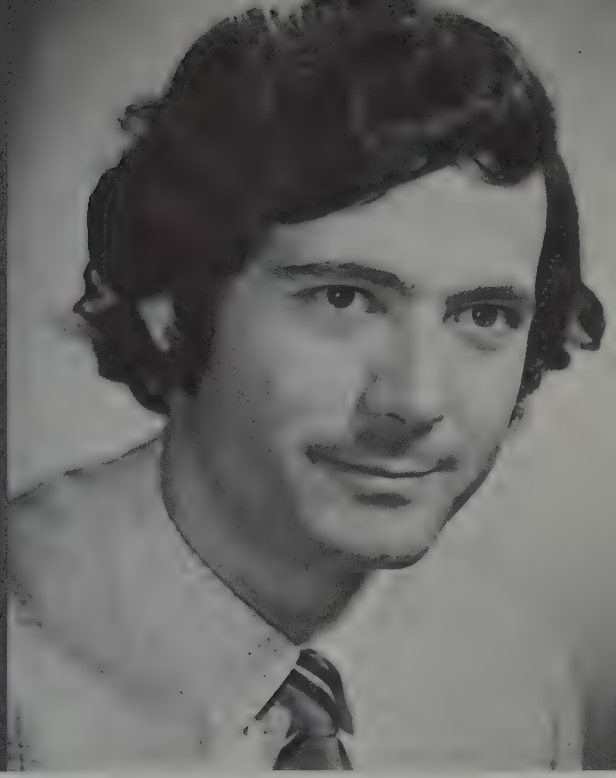
Some 1,000 U.S. firms have adopted the scheme so far, and others are making the switch at the rate of about five a day. In Canada it is estimated that more than 40 companies have converted to some variation of the "compressed" or shorter workweek. It's being accepted more rapidly than was the five-day week several decades ago.

Few of the companies involved are capital-intensive, few compete in world markets, and few employ more than 500 workers. They are predominantly engaged in manufacturing, include a variety of service and other firms, and are generally non-union.

Computer and manufacturing companies appear t
the most prominent Canadian enterprises shifting
workweek patterns. In most instances, the four
week is on trial with both workers and managem
but in only a few cases has the experiment been dis
tinued. The rescheduling of working hours has usu
been instigated by company management for benefi
business. This represents a radical departure from
past, as initiatives in proposing new work sched
have generally come from labour.

"It's bothering the unions that the idea first came
management," claims Hap Nichols, Vice-Presider
Dominion Loose Leaf Limited, a large Ottawa prin
firm. "They're going to adopt it, too, when they re
how popular it's proving."

The company's production staff work Monday thro
Thursday, from 7 a.m. to 5.30 p.m., with a half-
lunch break; but management, sales and office per
nel still work a five-day week. Customer contact, s
ping and receiving make the fifth day neces
Though the shift in work patterns was a comp



/ George Sanderson

oposal, the employees concerned endorsed the heme last August, and they remain overwhelmingly in vour of it.

very piece of equipment we have has a set-up time ch morning," explained Nichols. "If we eliminate one these set-up periods, if we reduce starting and stopng in operations and spend the time producing inead, there ought to be some increase in production. e are already noticing an improvement with some eces of machinery, but we'll have a much better picre in a few months."

e suggested that the number of hours might be reduced nine and a half a day—"or less if we experience signifint gains in productivity. Alternatively, we could boost ages."

ichols has ideas of eventually trying a three-day week ith 12-hour shifts and two sets of staff to keep the esses running 24 hours a day. "If you'd asked me out the four-day week a year ago," he said, "I'd probly have thought it was a crazy idea. Now I think ere's plenty of room for experimenting."

Some of the larger industries are now looking at the situation. Chrysler and the United Auto Workers recently established a joint union-management committee to study the implications of a four-day week. Should Chrysler opt for the scheme, it would be the first such action by a major mass producer. **The auto and steel companies are usually the pacemakers, so there might be a domino effect once a few giants have taken the plunge.**

Imperial Oil introduced a four-day week for about 700 employees at its eastern region comptroller's office in Don Mills. Ont., last November. The shorter week is the first of its kind for a large, complex accounting operation in North America. Employees work an eight-and-three-quarter-hour day under the scheme. The additional day off is on a rotational basis.

Another notable Canadian example outside the manufacturing area is the Vancouver engineering firm of Read Jones Christoffersen Ltd., which has put some 40 employees on four-day shifts every other week, averaging 37½ hours weekly. But the most striking instance of a truly shortened workweek is at the Southam-Mur-

ray printing plant in Weston, Ont., where about 150 pressmen have been working a four-day, 32-hour week since November 1969. The plan has proved very successful. Southam-Murray guarantees five days work without overtime rates to pressmen wishing to earn more money, or who are at a loss as to what to do with their extra day off, but the company reports that most of the men prefer the additional leisure. They are the only workers in Canada to whom the innovation has also meant less work according to the Toronto Newspaper Printing Pressmen's Union, which negotiated the contract; but it's unlikely their case will remain unique for long.

Current interest in a shorter workweek isn't confined to the private sector. The 140,000-member Public Service Alliance of Canada and the Treasury Board have set up a joint committee to examine its feasibility for public servants. Some experiments have recently been made with a three-day work schedule involving long shifts of up to 12 hours.

"We are all aware of the fact that even before the four-day week is general, the three-day week has been introduced," remarked John Farina at an international conference of personnel administrators held in Montreal last November. Prof. Farina teaches social work at the University of Toronto.

The three-day system adapts well to plants operating on a 24-hour basis. A group of 64 highly skilled computer programmers and operators at the London Life Insurance Company in London, Ont., has been on a three-day, 36-hour week since 1969. There are two shifts of 12 hours each, and the employees are divided into four groups working rotating shifts. Canadian Liquid Air introduced the plan at its Varennes plant and Imperial Oil introduced it on a trial basis at its Winnipeg refinery.

The system at Imperial Oil came into effect in January 1971 for an eight-month trial period. After eight months, there was to have been a vote on whether to keep the system. **The vote was put off until November, when there was a 100 per cent vote in favour of retaining the 3-day, 12-hour shift schedule.** The 12-hour shift results in an average workweek of 38.8 hours over a one-year period. Employees work 36 hours during 40 weeks and 48 hours in the other 12 weeks. For example, process unit personnel work three shifts of 12 hours each, have four days off, work three shifts, then have three days off. This cycle keeps repeating itself.

Imperial's lead was followed by a group of nurses at Winnipeg General Hospital last April. They work 12-hour shifts and one eight-hour shift in a two-w period. The nurses still like the idea.

It's obvious that the "compressed" workweek doe necessarily mean a 40-hour week. The data available dicate that it ranges from more than 40 hours to than 30.

Where the three- or four-day week is accompanied longer workday, it reverses the almost unbroken t of a century toward shorter days. Average weekly w hours have declined from 68 in 1860 to 40 or les 1970. There is a definite trend in industry towar workweek of 37½ hours for office workers. A re study by the Canada Department of Labour shows 42 per cent of office personnel in the manufacturing tor work no more than 37½ hours a week, whereas s 20 per cent work 35 hours or less. But a 40-hour wee still the norm for 81 per cent of blue- or gray-co workers.

Employees of the Government of Canada have b working an average 37½ hours a week since 1955. interesting to note that prior to World War II, the nual average workweek for federal public servants 35½ hours. The Public Service Alliance urged Trea board in recent negotiations to reduce the workweek two and a half hours.

The Canadian Union of Public Employees has repo that in 84.4 per cent of Canadian cities and munici ities with a population of more than 50,000, munic employees work a 35-hour week. **More than 99 per of provincial government office staff work less than hours a week, with 32 per cent of these same emplo working less than 35 hours.**

The movement toward a four-day week is in keep however, with two basic trends that have dominated cent changes in working time: preference for what best be described as "blocks of leisure," such as tended vacations and longer weekends; and an incr ing variety in work patterns. The rescheduled workw

already has a strong foothold as a result of the popular practice of observing statutory holidays on Mondays. Paid vacations and holidays together account for two fifths of the estimated 50-hour total reduction in annual worktime in the decade of the '60s.

The compressed workweek is consistent also with the trend toward a growing diversity in work schedules. In addition to substantial variations in the weekly hours of the three- or four-day system, the selection of workdays is not uniform from company to company. Employees are sometimes given a day off in midweek rather than a long weekend. This trend goes back more than half a century to the beginning of the growth of part-time schedules. It is likely that workers will, in future, be able to set their own arrival and departure times, as indeed they have in some European firms!

The movement to a shorter workweek is by no means new. As a matter of fact, the late Walter Reuther, president of the UAW, tried to include a four-day week in contracts he negotiated back in the 1950s.

Why a four-day week?

Even with longer daily hours, a four-day workweek has a number of advantages. **An increase in "usable leisure" sums up its major appeal to workers.** For many it can mean a brand new way of life, with more time for shopping, hobbies and family activities. Others can play a more active role in the community, or use their added day off to further their education. Financial advantages include savings on transport costs and child care fees. A 20 per cent reduction in commuting time adds further appeal. Travel time between home and place of work has been increasing steadily for city dwellers, as well as for those who live in the suburbs.

Many of the reservations are due to the fact that some people who work a five-day week aren't too sure what they would do with an extra day off. It might be a good idea for them to find out now instead of waiting till they retire and suddenly have five extra days off.

The American experience has shown that it takes several months for workers, especially women, to adjust to the longer workday. Some workers consider that the longer shifts are too taxing. It might be well to remem-

ber that the health and safety of workers was a major argument for shortening the workday from 10 hours to eight or less. Though technology has diminished physical strain, mental and emotional stresses prevail—and have increased in many work situations. But the additional day off, especially in midweek, may provide enough rest and relaxation to sustain the worker through a four-day week of 10-hour days.

Some people find that the longer day leaves them with little time and energy for evening activities. It presents an additional obstacle to the full-time employment of women with family responsibilities. But, then, some may prefer longer days that permitted them to be at home three days a week. For the men whose wives or friends work five days, the extra day off doesn't make for added togetherness.

A number of workers complain that the scheme cuts down on their overtime and opportunity to supplement their wages. The drop in overtime is usually the result of better scheduling and higher productivity. Increased leisure time would probably mean more spending for most families. Another problem workers encounter is boredom.

Greater productivity and lower unit cost are the most cogent arguments put forward by management. Higher output per man-hour is generally attributed to improved employee morale, reflected in reduced absenteeism, tardiness and turnover.

Some companies that have converted to a shorter week now find themselves with long lists of qualified applicants and have stopped advertising for personnel. The advantage stemming from this enhanced ability to hold experienced workers and recruit superior ones would be lost, however, if the shorter week were to be adopted by other firms competing for the same labour.

Higher weekly output has also been ascribed to a reduction in set-up and close-down time relative to operating time. **In many kinds of production, a rescheduled week allows for more efficient use of equipment.** The system also gives some companies greater flexibility. If overtime is necessary, it can be worked on the extra day off, perhaps leaving the weekend free.

The 10-hour day may not be applicable to the production patterns of industries working three eight-hour shifts. How, it is asked, can such companies work three 10-hour shifts inside 24 hours? But in service, manufacturing and other industries requiring round-the-c operations, one part-time shift could be used to su ment two ten-hour shifts. Capital-intensive firms w be likely to make heavy use of part-time shifts in verting to a four-day week with nine- or ten-hour Some companies would probably use some worker only one to three days a week, in order to extend operations beyond four days.

Economists have pointed out that short-term produ ity gains experienced by the limited number of sma medium-sized firms now on the four-day week are necessarily indicative of long-term results on a scale. It is possible, for example, that the low produ ity now associated with the last day of the convent workweek would, in time, move to the last day o rescheduled week, or to the ninth or tenth hour o day.

One would expect the proportion of moonlighters t crease as the demand rose for part-time workers. ranks of the unemployed would swell if more and people took on a second job. The traditional part- workforce, made up of women, students and workers, would experience strong competition from timers on the four-day plan. **It appears, however, the latter are more interested in a longer weekend in a second job.**

A three- or four-day week accompanied by sh hours would probably attract more mothers to th bour force. This would naturally create additiona mands for child-care facilities—an important imp tion in view of the fact that current needs for day far outstrip available resources.

With leisure spread over a greater number of there might be a reduction in bottlenecks in the se fields. Overcrowding of public transportation migh decreased and traffic congestion eased. Whenever time is increased, it tends to be bunched rather evenly distributed over the work cycle. In the eve significant numbers of people being given a day midweek rather than a long weekend, ever wouldn't descend on the shops, service stations, p hotels, cinemas and beaches at the same moment. harrowing experiences could thus be avoided. The day week has given the trend toward diversity in schedules a big push forward.

use of spare time is a subject that deserves far more ntion than it has been getting. More has to be done prepare people for the additional leisure that so ny of them are bound to have in the years ahead. re is an urgent need for drastic improvement in free ow-cost public recreation facilities. A shorter work- k should expand markets for leisure goods and ser- s—something that Henry Ford recognized in 1922, n he pioneered the five-day week in order to in- ase the demand for autos. Recreation, transportation construction are some of the areas where employ- nt may increase.

spects for the four-day week

at, then, seem to be the prospects for the four-day k, in view of the basic trends in worktime, the major uments pro and con, and the wider implications for ety? A public opinion poll published last summer indicated that most Canadians still prefer a workweek made up of five eight-hour days to a four-day, 40-hour week. Another poll taken last year showed that 64 per cent of the public approved the idea of a shorter week "to spread the work around and help reduce unemployment." But when asked: "Would you be willing to accept less pay for a shorter workweek?" 60 per cent said "No."

The Canadian Labour Congress has made no official pronouncement on the four-day week. A spokesman for the CLC said: **It's up to the individual unions to decide in future negotiations whether or not to press for a shorter week with longer days; but we're certainly in favour of a reduction in total working hours.**

"The trade union movement as a whole is against longer days, but certain locals have been pressuring

their unions into allowing them to give the innovation a try. As union leaders see it, the idea of compressing a 40- hour week into four rather than five days is no improvement at all."

The move appears to be toward a reduction in the hours of work rather than a mere rescheduling that would lead to longer though fewer work days. Labour leaders have argued strongly against the four-day, 40-hour week, saying that this is a step backward. More and more unions are pushing for a cut in daily hours for their members, and many favour a four-day, 32-hour week. A significant number are also negotiating longer vacations and earlier retirement. In fact, the major labour organizations are not likely to accede to nine- or ten-hour days without overtime pay.

The AFL-CIO Executive Council, for instance, to firm position last August with a statement that "We support union and management efforts, thr collective bargaining, to reduce working hours a reschedule workweek arrangements to their mutua isfaction. The eight-hour standard, however, achieved after decades of trade union efforts, an believe that federal laws .... must continue to pr workers against excessive hours of work per day, as as excessive working hours per week."

The Ontario Federation of Labour Convention he November 3, 1971 adopted a shorter workweek goal for the next round of collective bargaining.

Charlie Brooks, President of the big Chrysler wo Local 444, and Canadian representative on the U committee formed to study the four-day week, do favour the longer days. "Who wants to spend more eight hours in the plant?" he asked in a recent i view. "Who is able to stand the grind of the asse line for 10 hours? Sure, workers want monetary g but more than that, today's workers are interested i quality of their lives. They want to spend as litt their lifetime in the plant as possible. They want leisure time. Who can blame them?"

Brooks's sentiments are shared by Stewart Wells, D tor of Econometrics for Statistics Canada, and fo research director for Canada's railway unions. H lieves that "the only people who can function th way are the relatively small number whose jobs are tral to their satisfaction; but most people don't these ties at all." This is because work is no lo meaningful to large segments of society. **"The empl whether he's in an office or on the assembly line, ten feel bored and alienated; he has no sense of involve because he's simply part of a machine."**

Howard Coughlin, President of the Office and P sional Employees' Union, supports the idea of a day week—but only if the eight-hour standard tained. His union, representing 80,000 workers, 1 of whom are in Canada, appears to have nego such an arrangement in six collective agreen

oughlin is confident that a shorter week would provide etter employment opportunities. He proposes four onsecutive eight-hour days in a six-day workweek, with ree shifts within the week. One group of employees ould work Monday through Thursday, another Tues-ay through Friday, and the third from Wednesday to aturday.

he Public Service Alliance of Canada is dead set gainst any lengthening of the workday. Claude Ed-ards, PSAC President, and James Wyllie, Vice-Presi-ent, have indicated that a four-day, 32-hour arrange-ient will become part of their bargaining agenda in the ature.

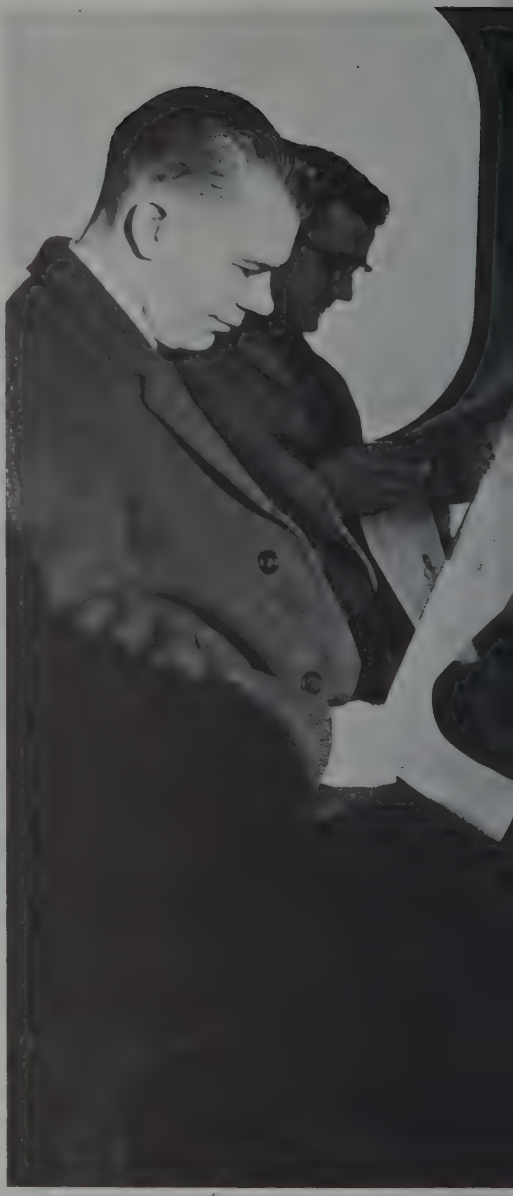
The United Steelworkers have tended to favour long vacations and sabbaticals, but union officials report increasing interest among the membership in the idea of a shorter week. I. W. Abel, Steelworkers' President, left little doubt as to his attitude when he said: "This is not what we're talking about—getting more leisure days in one bunch; we're talking about spreading work opportunities. We're talking about less hours of work, fewer days of work; not just less days and more hours. We've gotten away from the 10- and 12-hour days

many years ago, and I don't think labour is going back to it." Abel reported to a convention of the AFL-CIO that his target is to get his whole union onto the four-day, 32-hour week by 1974.

Government appears to back the unions' struggle for a shorter week. Prime Minister Pierre Trudeau said in a speech to the Niagara Falls Chamber of Commerce on April 2, 1971: **"We know that within less than a generation we will be down to the 32-hour week, and perhaps eventually less."** He suggested that one solution to unemployment might be "less hours of work for all of us, and much earlier retirement from the job we're in."

A number of federal and provincial wage and hour laws impede the adoption of the four-day, 40-hour week. The Canada Department of Labour, for example, is firmly committed to the eight-hour day. "It would be contrary to our present policy to encourage a four-day, 40-hour week," said Banning Hardie, Director of the Department's Labour Standards Branch. "A longer day would not only be a retrograde step but would also be inconsistent with federal legislation limiting the working day to eight hours, not counting overtime, and the week to a maximum of 48 hours. All the cases where a 10-hour day has been instituted fall outside federal jurisdiction. There has also been very little representation to the Department from employers and unions." All forms of transport and communications, banks, primary fishing, some agricultural and mining processes, and the operations of Crown corporations are governed by the Canada Labour Code.

Hardie doesn't know exactly what attitudes the provinces have taken with regard to the recent trend toward longer days. Five provinces have Acts regulating working hours. Alberta and British Columbia have limited them to eight in a day and 44 in a week. Ontario law provides for a 48-hour week, counting overtime. All three laws provide for exceptions in certain circumstances. Manitoba and Saskatchewan do not limit the hours that may be worked in a day or in a week, but require overtime rates to apply when work exceeds eight hours in a day and 44 in a week. This requirement may be waived in special circumstances. British Columbia's Labour Minister James Chabot likes the idea of a compressed workweek, though it might prolong daily hours, and he wants to encourage it in the province. **In B.C., any company or union wanting to convert to the new scheme must apply for a permit from the board of industrial relations, which administers the Hours of Work Act.**



Hardie said that present federal legislation may be amended to allow rescheduling of the workweek, but that it would follow patterns in private employment and would probably be based on developments in collective bargaining. At this stage, the Canada Department of Labour is taking a cautious stand, while awaiting the findings of its own and other studies.

Laws can be amended, and the initial negative reaction from the unions may be modified if the four-day, 40-hour week proves a likely vehicle for reducing weekly hours. Most labour experts don't expect the nine- or ten-hour day to last long. Shifting work patterns is simply a prelude to shortened hours. In the words of one unionist. "It's easier to work first for four days without reducing hours than to hit the companies with it all at once."

One may assume that, although the four-day week has been associated with compressed rather than fewer weekly hours, in the long run it will be shorter in hours as well. "It's still too early to tell how far the trend will develop," admitted Hardie. "Conclusions can't be reached on the limited experience we've had with the innovation. There's bound to be a reduction in people's working lives, but it won't necessarily come about through shorter hours. Industry as a whole might opt for other alternatives such as longer vacations or earlier retirements."

According to Carleton University economist T. N. Brewis, Canada is far behind a number of other countries in length of vacations. Britons who have been in the civil service a few years are entitled to six weeks annual leave; Canadian public servants are entitled to only three. Many Frenchmen get a month off every year, and Scandinavians apparently work less than Canadians.

Earlier retirement is a popular subject of discussion these days. The Public Service Superannuation Act was amended last June to provide for retirement at 55 years. Dr. Brewis believes that **many people would welcome an opportunity, at 60 anyway, to go on working at something they're particularly interested in, and accept half pay rather than retire fully and go on pension.** Such an

arrangement, at age 55 or 60, would give the older person a chance to develop his interests, to do better work because he wouldn't be under so much pressure, and also to provide the employer with the financial resources to bring in more younger people.

Ed Walker, an economist with the Canada Department of Labour, expects more emphasis to be given to sabbatical leave in future. The issue has been brought up in collective bargaining, but is rare.

A number of prominent social scientists argue that, with the workforce growing each year, and with more and more jobs becoming mechanized, the shorter workweek is an economic and social necessity. Québec, for instance, reduced the maximum number of work hours in 1933 in order to create more jobs, but later raised it when the depression was over. This sort of thing has been practised elsewhere, too.

As a normal development, when the economy is in trouble, unions generally take up the issue of shorter hours—in part a plea for sharing what work is available. For the most part, these efforts have failed, undoubtedly because few companies are prepared to continue offering the same pay; and workers are hesitant to accept a reduction in work if it means a smaller pay cheque. The latter also appear reluctant to limit their demands for higher wages, still a principal issue in collective bargaining.

It is simple to assume that, if we all worked less and were satisfied with smaller wage hikes or none at all, there would be work for everyone. The fact is that, in many places, the full productive capacities of those now at work are not being used. Reduction in weekly work hours must therefore depend on growth in productivity, either human or mechanical. According to the U.S. Bureau of Labour Statistics, productivity gains have lagged in recent years, with the annual rate of increase in output per man-hour averaging only 2.1 per cent from 1966 to 1970, in contrast to 3 per cent for the preceding 20 years. But an average gain of approximately 3 per cent a year is predicted for the 1970s. Statistics Canada reports that Canadian workers have done better. Productivity gains averaged 3.5 per cent from 1966 to 1970 and predictions are for a continuing increase of between 3 and 4 per cent during the next decade.

Workers will continue to be faced with the choice
tween more goods or more leisure. Productivity g
may be passed on to them in the form of higher w
rather than shorter hours. It is hoped in many pl
that this will occur with less frequency in future,
cause of our seemingly chronic inflation and unemp
ment problems. One argument raised against the f

companies sufficiently representative to indicate whether such a scheme is feasible on a national scale. Moreover, **the emphasis now is on work schedules designed to fit the technological and other requirements of an individual firm, and the needs and preferences of its employees. Rationalization rather than standardization is the guideline.** The fact remains, however, that some powerful unions are already pushing for a four-day, 32-hour week by 1974; and that in time may bring on a three-day week, and so on. U.S. economist Kenneth E. Wheeler has warned big business to pay heed, "because the conversion is neither simple nor easy, and the time to think about it is now." The larger the company, the more prior planning is required. Wheeler believes that employees too must be involved in this planning. "They must feel it is their program, too, or it isn't likely to work."

Even the small company that plans its moves carefully can realize gains that will advance its growth for many years to come. "The far-sighted management that has laid the groundwork for conversion (to some variation of the shorter week) will stand in a superior position," Wheeler said. "If the unions come to the point where they force the four-day week down the throat of a company that is unprepared for it, the natural result will be panic and probably financial loss."

But management that is thinking of modernizing its workweek pattern should think about modernizing its style as well. "A majority of managers candidly admit that plant and clerical labour operate at less than 60 per cent of their potential," said Wheeler. "Worse still is the fact that management has accepted this low productivity as a style of life."

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ay week—that productivity cannot be sustained in the ng run, let alone increased—cannot be answered defitively on the basis of available experience.

n the basis of numbers alone, the workers and firms volved in the four-day experiment are too few to asrt that a major change is in the making. Nor are the

Human relations and labour relations

ne human aspect of North American labour relations" s the theme of a seminar held in Montreal for the la-ur ministers of Canada by the Québec Department of bour and Manpower in November 1971. Bryce Mack-y, Minister of the Canada Department of Labour, rticipated as did the ministers of labour of Alberta, tish Columbia, Manitoba, New Brunswick, Ontario, resentatives from Saskatchewan and Prince Edward nd, and the host, Jean Cournoyer, Minister of La-ur and Manpower of Québec. Except for federal con-ences, this was the first time the ministers of labour Canada met in this fashion and participated in a minar on human relations and labour relations in the rticular context of North American society.

the first day, a series of talks was delivered; on the lowing day, in private talks, the participating min-ers received additional information on the organiza-n of labour in Québec—in the particular sectors of nstruction and the public service. On the third day, ministers were invited to the opening of the Future ir (Salon du Futur), an exhibition on the future.

few minutes before the opening of the discussions, legations from the Confederation of National Trade nions and the Québec Federation of Labour, which d been invited, announced their withdrawal from the minar and their refusal to participate in it. "The ents of the past few days," they stated, "like the anging pattern of the major labour disputes that have upted in the past few months, clearly show that there collusion between the financial powers and the politi-l powers. In such a context, the human aspect of la-ur relations takes a back seat." After having met the uébec Minister of Labour and Manpower to inform m of their decision, the presidents of both groups left e seminar room at the Château Champlain and never me back.

ne program for the first day included a series of talks : Fernand Morin, Chairman of the Québec Labour nd Manpower Advisory Board; H. Carl Goldenberg, pecial Adviser to the Prime Minister on constitutional atters, and one of Canada's leading authorities in the ld of labour-management relations; Jean-Paul Geoff-y, Chief Justice of the Québec Labour Court; and conomist John Kenneth Galbraith.

Morin, the first to speak, wondered if it was necessary to rewrite the Québec Labour Code, and, if so, to what ex-nt it would have to be amended. "The state intervention in favour of the worker," he acknowledged, "follows closely the tempo of the industrialization of society. The main dates of labour legislation coincide, with a delay of some 10 years, with the major steps of our economic development." In his opinion, the present Labour Code is outdated at least on the four following points: the restrictive definition of the worker; the company as being the exclusive basis of administration; the protective measures of the exercise of the right of association; and finally, the special system of municipal policemen. To succeed in adapting labour legislation to social reality, said Morin, a minister of labour and his immediate assistants must rely on two different but essential sources: a constantly vigilant research service, and an efficient consultation mechanism. "In short," he concluded, "what we are seeking is to be able to prepare labour legislation characterized not by the quantitative weight of its provisions, but by its social, economic, legal and administrative soundness."

Goldenberg, who has since been appointed to the Senate, insisted on the importance of the human element in labour relations. In his opinion, "Labour relations are essentially human relations, and the solution of the disputes that occur occasionally could not rest exclusively on the use of legal interventions." Regarding the changes brought by technology, Goldenberg advocated, for instance, the acknowledgement of this human element, which is the desire and need for security of the worker to assure greater co-operation between the parties concerned when technological change is introduced.

Dealing with the matter of labour disputes, the speaker was of the opinion that the principle of compulsory arbitration should apply in any sector where the health,

safety or welfare of the population is threatened by the action of organized groups, whether they be trade unions, business organizations or professional associations. It is incumbent upon the state, he asserted, "to use compulsion. **When the parties in dispute ignore public interest, the state must intervene to protect it by taking such action as the situation requires."**

Goldenberg, however, stated his opposition to the suggestion that all disputes be submitted to compulsory arbitration: "This would be equal to completely negating the right to strike and would be incompatible with our democratic system; and it is not at all certain that all strikes could be eliminated through compulsory arbitration. Finally, commenting on the question of a revision of the Labour Code, Goldenberg asserted: "Because our legislation on labour relations governs the facts of industrial life, it should be reviewed periodically in the light of experience and changing situations."

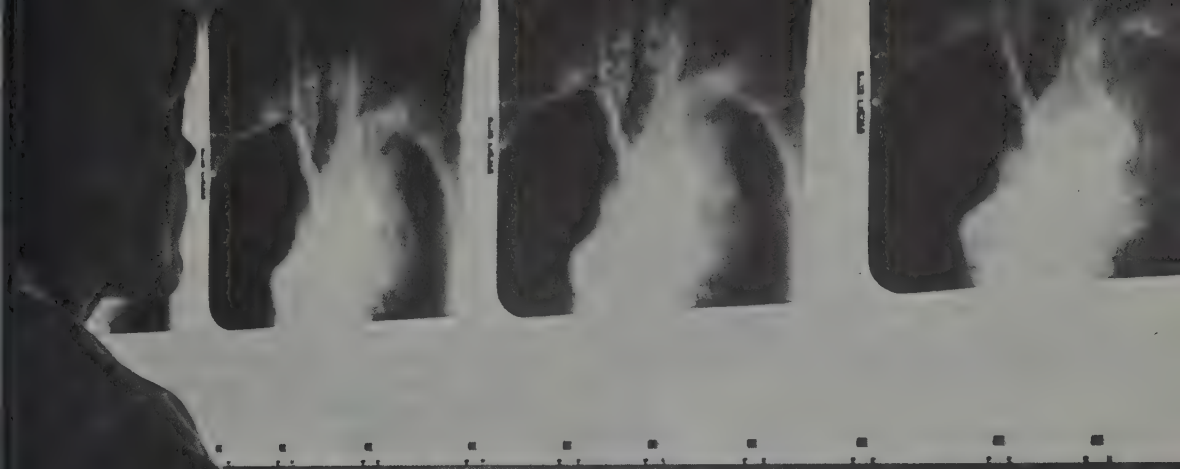
Geoffroy outlined five areas where disputes arise in labour-management relations. "Each time," he insisted, "beyond the apparent motives, values or claims based on a humanist conception of man were at stake." Referring to the importance of communications, he emphasized: "The well-understood role of the authority and conduct that is more in accordance with the regulations of professional ethics; the need for the union to broaden its vertical structure at the top to include some management representatives; the need for the union to accept a role and more concrete responsibilities in the life of the company; and, finally, the need for the employer, as well as for the employee, to adjust to new conditions, and to comply with the pressing requirements forced upon society and industry by constant and perpetual change. These points," he maintained, "are the main features of labour disputes that follow classical patterns, while at the same time challenging those patterns."

Economist John Kenneth Galbraith commented on the most recent developments following upon the economic policy of the United States—namely, the effects of the action taken on August 15, 1971, concerning the price and wage freeze. In Galbraith's opinion, the story "begins much farther back than we can imagine—in 1930 to be exact—at the time of the major changes of those years, which brought about the industrial revolution." It was common then, stated the speaker, to let the opposing forces fight it out. In 1971, there was a significant shift. In the United States, it had been found that the system of voluntary restraints was of little use; it was then decided to impose a price and wage freeze as a measure designed to stop the growing spiral of market conditions in the state of the American economy. "These measures," he concluded, "have not, up until now, given all the results anticipated. As was to be pected, economists had mixed reactions that, to day, have not changed. Corporations and unions set up processes that resist political and fiscal press In short, unemployment and prices continue to rise ... elections are expected within one year and t months."

During a question-and-answer period, Québec Min of Labour and Manpower Morin expressed his view technological change: "If technological changes mus made, they must be made and we want to make the he stated vigorously. The Minister acknowledged change was unsuitable. He added: **"What I ask, as M ister of Labour, is that changes be so as to guarante dividuals the most humane treatment that can pos be granted to them. What I want is to ensure the pro tion of individuals, while protecting, at the same t those undertakings that employ them. This does seem impossible to me."**

Asked to draw some conclusions from the meet Canada Department of Labour Minister Bryce M asey stated "that it was impossible to carry out lab relations without at the same time being concerned the impact of human relations." He added: "Morec if you are not interested in your fellow men, if you not know how to communicate, you have no busines labour relations." He acknowledged, for instance, th prosperous employer in Canada is generally an ployer who understands his employees. "And," he s "the ultimate test of this understanding and this humanism is found at the bargaining table."

In Canada, Mackasey pointed out, there was no lab legislation before 1944. The Industrial Relations Disputes Investigation Act was passed in 1948, and piece of legislation maintained the labour relations tem to which wartime had accustomed us. Times h changed, however, and this strict application of co tive agreements—forever sealed once they are sign no longer corresponds to the requirements of a diffe era. Referring to the provisions of Bill C-253, the M ister said, "The company has a moral and a legal o gation to include technological changes in its collec agreement systems." The Minister reiterated his in tion of pushing the action he has undertaken as fa possible: **"I have no intention", he continued, "of w drawing this Bill; but I intend to explain its scope in light of the representations that will be made to me.** shall then be able to use the benefits brought abou technological changes; and if, in certain instances, t changes should add to the distress and insecurity of workers, then we shall be prepared to face t implications."



Labour legislation in 1970-71

Part 2: Workmen's compensation

The workmen's compensation laws of eight provinces, the Yukon Territory, and the federal Merchant Seamen Compensation Act were amended in 1970-71, providing for higher scales of benefits and incorporating changes in procedure.

Earnings ceiling

Almost all the amending Acts raised the maximum annual earnings on which compensation payments are based. The new ceilings are: $7,000 in Newfoundland, New Brunswick and Nova Scotia; $8,000 in Manitoba; $9,000 in Ontario; $9,000 in Québec (January 1, 1972) and $6,000 under the Merchant Seamen Compensation Act. The previous ceilings were $6,000, $6,600, $7,000, $8,000 and $5,000.

In British Columbia (where the formula proposed by Mr. Justice Tysoe was put into effect in 1965), the Newfoundland Legislature adopted a formula that allows the Board periodically to increase the ceiling on annual earnings. The ceiling may be increased by $1,000, effective from the beginning of the succeeding calendar year, when the Board's records for time-loss compensation in a calendar year show that not less than 20 per cent of claimants were earning more than $1,000 in excess of the existing maximum, and not less than 45 per cent were earning more than the maximum.

The first such increase in British Columbia, raising the ceiling from $6,600 to $7,600, went into effect on January 1, 1971.

Disability benefits

Higher minimum payments for total disability were established by the Legislatures in Newfoundland and Saskatchewan and, as a result of the rise in the Consumer Price Index in 1970, in British Columbia. The new minimums, including those under the Merchant Seamen Compensation Act, are as follows:

	Permanent total disability	Temporary total disability
British Columbia	$168.92 a month	$36.57 a week or earnings, if less
Merchant Seamen Compensation Act	$35 a week or earnings, if less	$35 a week or earnings, if less
Newfoundland	$130 a month or earnings, if less	$30 a week or earnings, if less
Saskatchewan	$40 a week	$40 a week or earnings, if less

The Nova Scotia Act was amended to state that a permanent disability pension is to be paid for the full month in which a workman dies.

In Saskatchewan, disability pensions payable in respect of past accidents were increased. Effective April 1, 1971, permanent total and permanent partial disability pensions, payment of which commenced between April 1, 1948 and January 1, 1969 were increased by a specified percentage, varying with the date of the commencement of the compensation according to the following table:

Date of commencement	Increase
April 1, 1948, but before January 1, 1953	9 per cent
January 1, 1953, but before January 1, 1958	7 " "
January 1, 1958, but before January 1, 1963	5 " "
January 1, 1963, but before January 1, 1969	3 " "

Definition of accident

The Merchant Seamen Compensation Act was amended to enable compensation to be paid to a seaman who suffers disablement arising out of and in the course of his employment, otherwise than as a result of an accident. Thus, any work-caused disability is to be deemed an accident, and the accident is deemed to have occurred on the day the disablement first became known to the employer.

Recurrence of disability

Newfoundland now provides payment for recurrence of disability based on current earnings, as do all other provinces. This constitutes a more beneficial basis upon which to compute the entitlement of an injured workman who returns to work and thereafter becomes entitled to compensation for temporary total, or temporary partial disability because of the recurrence of a disability more than three years after the original accident. Payments are to be based on average weekly earnings during the 12 months (or lesser period of employment) preceding the recurrence of the disability, if these earnings are greater than earnings prior to the original accident.

Dependants' allowances

In British Columbia and Québec, where compensation payments are tied to the Consumer Price Index, widows' pensions and children's allowances rose by 2 per cent, effective January 1, 1971.

Widows' monthly pensions were increased also in seven jurisdictions: Newfoundland, from $100 to $120; Nova Scotia, from $100 to $115; Ontario, from $125 to $175; Prince Edward Island, from $75 to $100; Saskatchew from $115 to $127.50; and the Merchant Seamen Co pensation Act, from $75 to $100. The Québec wid with one child receives $175; with two children, $2 with more than two children, $245 (previously $1 $175, $205).

Children's monthly allowances were raised by $5 Newfoundland to $40 for a child with one parent, a to $50 for an orphan; by $10 in Ontario, to $60 and $ and by $10 in the Merchant Seamen Compensat Act, to $35 and $45. The increases apply to all exist pensions, regardless of the date of the accident.

The maximum burial allowance under the Merch Seamen Compensation Act was increased from $300 $400. Under an amendment to the federal Act, bene

(cluding death, minimum disability, and earnings c ling) may be increased by order in council, subject to t e limitation that payments are not to exceed the high- e equivalent amount payable under the Acts of New Brunswick, Newfoundland, Nova Scotia or Prince Ed- ard Island.

I Alberta, as the result of the new Age of Majority Act, t e allowance payable on the death of a workman to his c ildren under 16 may now be continued at the discre- t n of the Board, when the child is attending school, c ly to the age of 18 (rather than 21). Allowances pay- a le under this provision before the Age of Majority ct was proclaimed (July 1, 1971) are not affected.

I two provinces, the statutory limit on the total onthly compensation payable to dependants was re- oved. Previously, in Saskatchewan, compensation uld not exceed the amount of the workman's average rnings, subject to a minimum payment to the depen- nt widow and children. The statutory maximum in ewfoundland was $375 a month (75 per cent of the age ceiling). The widow and children will now receive e monthly amount specified for each, with no statu- ry restriction. The limit on total compensation in On- rio was raised from $275 to $335 a month. In Québec, sability compensation added to that payable under e Québec Pension Plan together must not exceed the rnings ceiling.

ommon-law wife

ova Scotia became the seventh province (after Alberta, ritish Columbia, Manitoba, Newfoundland, Ontario nd Saskatchewan) in which a common-law wife may re- eive benefits under conditions laid down in the Act. The widow" now includes a woman who is wholly or partly ependent upon the earnings of the workman who has ved with him as his wife for six continuous years im- ediately before his death, or for 12 continuous months the woman and the workman had a child. Where the orkman leaves a widow, the pension for the common- w wife may be reduced at the discretion of the Board.

uspension or withholding of benefits

n Saskatchewan, the power of the Board to divert chil- ren's allowances from the widow to another person for ne benefit of the children in the case of neglect has een extended to include cases where children are bandoned. A new provision authorizes the Board to uspend, for such time as it deems advisable, or to discontinue, the compensation awarded to a widow or common-law wife of a deceased workman, when, in the Board's opinion, she is living and cohabiting with a man to whom she is not legally married.

Under the Merchant Seamen Compensation Act, the Board may discontinue, suspend or divert in whole or in part to, or for the benefit of, any other dependant, the compensation paid to a widow who is living with a man as his wife without being married to him. An amendment deletes the previous inclusion of "common prostitute."

A new provision in the Yukon Ordinance provides that, where a person who has been committed to imprisonment becomes entitled to workmen's compensation payments because of a work release program or other circumstances, the Commissioner may direct that, during the term of imprisonment, the payments be made to dependants or to the Territory.

Medical aid

In Nova Scotia, the helplessness allowance payable where a workman requires treatment, services or attendance because of permanent total disability is now a flat $100 a month instead of the previous discretionary $60. In addition, if the allowance is inadequate, the Board may supply the services required.

The maximum clothing allowance to compensate injured workmen for repair or replacement of clothing worn or damaged owing to the wearing of a prosthetic device is now $100 for all cases covered. The coverage was extended to quadriplegics and those confined to wheel chairs. Previously the allowance was not to exceed $50 a year in respect of an upper-limb prosthesis, and $100 in respect of a lower-limb prosthesis.

Saskatchewan also increased the amount of the clothing allowance for limb amputees. Where the Board has provided an artificial limb, it may in its discretion pay, in any one year, as additional compensation, a clothing allowance of $110 in the case of a lower-limb amputation and $50 in the case of an upper-limb ($96 and $42 since 1965).

The clause in the Saskatchewan Act providing for replacement and repair by the Board of broken dentures, eye glasses or artificial limbs was contingent upon an accident in which the workman received an injury requir-

ing medical attention for which the Board accepted
sponsibility. Now such repair and replacement
effective when the breakage is occasioned by an ac
dent in the course of the workman's employment.

Medical reviews

**In Saskatchewan, provision was made for Medical R
view Panels to review cases contested on medi
grounds. A workman could previously request an exa
ination by a specialist whom he chose from a list of th
furnished by the Board. Now, the workman may requ
the Board to make provision for his examination by
Medical Review Panel** at Regina or Saskatoon, as spe
fied in his request. The Panel is to consist of a perm
nent chairman and two specialists chosen by the wo
man. The chairman of the Panel must be a du
qualified general medical practitioner, resident of R
gina or Saskatoon as the case may be. He is to be a
pointed by the Board, in consultation with the S
katchewan Medical Association, for a three-year ter
and he may be reappointed.

The Board furnishes the workman with a list of all ph
sicians and surgeons who practise at the place specifi
in his request, and who are specialists in the class of
jury or ailment in respect of which the workman h
claimed compensation. The workman selects two sp
cialists from the list and promptly advises the Board,
writing, of his choice. The decision of the majority is t
decision of the Panel and is binding upon the Boa
and the workman.

**The Newfoundland Board's authority to constitute
committee of medical referrees is no longer subject
the approval of the Lieutenant-Governor in Council.**

The amendment provides that a workman sufferi
from an industrial disease, or the personal represen
tives of a deceased workman, may, by written reque
have his claim referred to a committee of medical
ferees. Such request must be made within 90 days af
the Board's medical decision (unless, in the opinion
the Board, exceptional circumstances warrant su
longer period as the Board may prescribe.)

The committee consists of three medical practitione
recognized as specialists in the disease in question, a
pointed from a list prepared by the Board for ea
claim. One member is selected by the workman with

days after the Board's notice, one by the Board, and
chairman by agreement of the other two members.
he workman or both members fail to make a choice,
Minister of Labour makes the appointment.

dustrial diseases

Newfoundland, a new section was inserted into the
t authorizing the Board to make agreements provid-
for cost sharing on silicosis claims, where the expo-
e to silica dust occurred elsewhere in Canada, in pro-
rtion to the exposure or estimated amount of
posure, under the following conditions:
the workman has been exposed to dust containing si-
a dust in Canada for a period or periods aggregating
o years preceding his disablement, or for any lesser
riod, if he was not exposed to such dust anywhere ex-
pt in Canada;
the workman was free from tuberculosis and silicosis
fore first being exposed to silica dust in Canada; and
disability or death is due to silicosis resulting from ex-
sure as a workman to silica dust in Canada. A similar
ovision was added to the Yukon Territory Ordinance.

cidents occurring outside the province, d reciprocal agreements

e Manitoba Act was amended also to provide for reements with other jurisdictions, but the provision is a more general nature than those dealing specifically h silicosis in Newfoundland and the Yukon Territory.
e Board may (with the approval of the Lieutenant-
overnor in Council) enter into agreements with Can-
a, or with the appropriate authority in any other
ovince or territory in Canada, providing for co-oper-
on in all matters relating to compensation for and re-
bilitation of workmen disabled by accident or disease
sing out of and in the course of their employment.

Saskatchewan amendment provides that, subject to
agreement entered into between the provincial
ards concerned, a workman who is a resident of, or
ose usual place of employment is in Saskatchewan,
d whose employment is of such a nature that it must
performed both within and outside Saskatchewan, is
itled to compensation under the Act when injured
tside the province.

Nova Scotia removed the six-months restriction previously in effect, so that injured workmen are covered even if they are outside the province for more than six months. The amendment is of particular benefit to fishermen.

Third-party actions, and right of action

A Nova Scotia amendment provided that, contrary to the usual rule that court action against an employer in an industry under the Act is precluded, a workman injured as a result of a motor vehicle accident may now sue the person responsible for the injury, even if he is an employer covered by the Act, or the employee of such an employer.

The Saskatchewan Act denies right of action by a workman against an employer in Schedule 1, as do most other provincial Acts. If, however, the Board is satisfied that a workman of an employer in any class in Schedule 1 is injured or killed owing to the negligence of an employer or a workman of an employer in another class in Schedule 1, the compensation awarded in that case is charged in whole or in part against the class to which the last-mentioned employer belongs, as the Board may determine.

The amendment authorizes the Board to enter the charging of the compensation in the individual accident cost record of the last mentioned employer. The record may be established and kept by the Board in such manner as it deems advisable.

Safety and first aid

The Saskatchewan Board may now (as in Alberta and British Columbia) assess and levy an added percentage upon an employer who has not complied with the first-aid regulations.

Rehabilitation

The Manitoba Board is authorized to take such measures and make such expenditures from the accident

fund as it deems necessary or expedient to aid in getting injured workmen back to work and to assist in reducing or removing any handicap resulting from their injuries.

Accident prevention

In Saskatchewan, the power of the Board to order the installation of safety devices is extended to cover persons authorized by it for the purpose. The employer must be notified immediately the order is made, and if he fails to comply, such authorized person may order the place of employment to close down.

Coverage

In Manitoba, a person who is enrolled in an occupational education course offered by the government or by a school district, division or area under the Public Schools Act, and who performs work as part of the course, is eligible for workmen's compensation. Such a person is deemed to be employed by the Government. If injured, his compensation is to be calculated:

– in respect of temporary disability, as though he were steadily employed at the prevailing minimum wage rate; and

– in respect of permanent disability, as though he wer steadily employed at the maximum yearly earnings pe mitted for purposes of the Act.

In Saskatchewan, compensation coverage for the indiv dual farmer and his workers is to be made available o a voluntary basis, and many new industries and occup tions were brought under the Act.

Québec, in line with its intention of bringing all indus tries except agriculture and domestic service within th scope of the Act by October 1, 1971, included a larg group of new industries.

Duties of employers

In Saskatchewan, an amendment provides that mo specific statements must now be made by employe and municipal officials required to notify the Boar when building permits are issued.

Part 1: Apprenticeship and Tradesmen's Qualificatio appeared in the February issue of The Labour Gazet and further sections will appear in the April issue.

Price indexes

Consumer, November

The consumer price index (1961 = 100) increased 0.4 per cent to 135.4 in November from 134.9 in October, and was 3.9 per cent higher than in November 1970. The level of food prices was unchanged in the latest month, and the advance in the all-items index was mainly due to increases in the housing and clothing components of 0.7 per cent and 0.5 per cent respectively. The recreation and reading index registered a gain of 0.4 per cent. The health and personal care and tobacco and alcohol components rose 0.1 per cent, and the transportation index declined 0.1 per cent.

The food index, at 133.0, was unchanged from its October level and was 4.3 per cent higher than in November 1970. The price level of food consumed at home declined 0.1 per cent, counter-balancing a restaurant meal price advance of 0.5 per cent. Lower prices for fruits, meats, poultry and eggs, that more than offset advances for vegetables and dairy products, contributed to the marginal decline in the price of food consumed at home. Fruit prices declined 3.5 per cent mainly because of seasonally lower quotations for apples, bananas and grapefruit; most canned and dried fruits also registered price declines. Many fresh vegetables, including potatoes, tomatoes, celery and lettuce, recorded price increases but the overall advance in the vegetables index was 7.4 per cent as lower prices were recorded for turnips, cabbages and onions, as well as for some canned vegetables. The meat, fish and poultry index declined 0.5 per cent as beef prices dropped 0.6 per cent with lower prices for sirloin steak, blade roast and hamburg. The price of pork recorded a decline of 0.4 per cent, and was 4.6 per cent below the November 1970 level. Chicken prices decreased 3.0 per cent and egg quotations declined 1.3 per cent. Fluid milk prices remained unchanged but some other dairy products, including cheese and powdered and evaporated milk, advanced, increasing the dairy products index 0.5 per cent, and by 7.5 per cent over a 12-month period.

The housing index advanced 0.7 per cent to 139.6 from 138.6 and was 4.7 per cent above its level of a year ago. An increase of 0.8 per cent in the shelter index was mainly because of higher prices for new houses, homeowner repair charges and property taxes that moved the homeownership element up 1.2 per cent. Rents increased only 0.2 per cent. An increase of 0.5 per cent in the household operation index was mainly due to

higher quotations for fuel oil in a number of cities from Montreal to Victoria. There were some increases recorded in the price of furniture, hardware, kitchenware and bed sheets. Household supplies' prices were unchanged as lower quotations for floor wax, soap flakes and scouring powder offset higher prices for toilet paper, food wrap and bleach. Among household service items telephone rates increased in a number of locations in Ontario and Quebec.

The clothing index rose 0.5 per cent to 131.0 from 130.3 and was 2.0 per cent higher than a year ago. An increase of 0.8 per cent in men's wear was due mainly to higher prices for overcoats and sports shirts. The women's wear index rose 0.3 per cent with price increases for winter cloth coats, sweaters, suits and undergarments. There was an increase of 1.3 per cent in the children's wear component, and of 0.8 per cent in the footwear index.

The transportation index declined 0.1 per cent to 131.0 from 131.1, and was 4.1 per cent above its level of November 1970. New car prices advanced about 3 per cent. Among other automotive items, scattered price increases were recorded for gasoline and motor oil, and minor advances were registered for fender replacement and brake relining charges. Inter-city travel fares declined 0.9 per cent as a seasonal decline in the train fare index outweighed higher air fares to points in the United States.

The health and personal care index rose 0.1 per cent to 143.8 from 143.6, and was 2.1 per cent higher than a year ago. An advance of 0.5 per cent in the personal care component slightly outweighed the effect of scattered price declines for a number of pharmaceuticals including prescriptions, vitamins, antiseptics and headache tables. Among personal care services, women's hairdressing charges rose in several cities and there was a marginal increase in the price of men's haircuts. There were mixed movements among supply items as price increases for toilet soap and razor blades outweighed decreases for toothbrushes, toothpaste and shaving cream.

The recreation and reading index rose 0.4 per cent to 136.8 from 136.3, reflecting increases of 0.4 per cent for both the reading and the recreation components. Higher newspaper subscription rates in some cities were responsible for the rise in reading prices and among recreational items, ice skates, hockey sticks and camera film (including processing) showed generally upwa price movements. The recreation and reading index w 2.3 per cent above its November 1970 level.

The tobacco and alcohol index rose 0.1 per cent to 12 from 129.6 as a result of higher cigarette and tobac prices in some cities. It was 2.6 per cent higher than year ago.

Consumer price index items when classified by co modities and services offer another view of the in dence of the change in prices. In the latest month, t total commodities index rose 0.2 per cent, as non-d rables excluding food advanced 0.5 per cent and d rables edged up 0.1 per cent. Higher prices for clothin fuel oil, newspapers and sports equipment contribute to the advance in the index for non-durables excludi

d, while durables rose in response to increased prices
furniture and household utensils and equipment. An
dance of 0.5 per cent in the services index resulted
rn increased shelter charges together with higher tele-
ne rates, theatre admissions and hairdressing prices.

consumer, November

consumer price index (1961 = 100) increased in 10
onal cities and city combinations, declined in one
remained unchanged in one. The movements
ged from an increase of 0.9 per cent in Québec City
decline of 0.1 per cent in Saint John, N.B. Food in-
es increased in all cities except St. John's, Nfld. and
nt John, N.B. The housing components rose in ten
es reflecting slightly higher rents and increased prices
many home furnishing items. The clothing indexes
rded increases in nine cities, mainly because of
e advances associated with new winter lines. The re-
ining components registered mixed movements
oss the country.

gional consumer price index changes between Octo-
and November were: (on base 1961 = 100) St. John's
changed; Halifax +0.4 to 127.4; Saint John
.1 to 126.0; Montreal +0.8 to 127.7; Ottawa +0.5 to
2.3; Toronto +0.2 to 130.5; Winnipeg +0.7 to 130.0;
katoon-Regina +0.6 to 124.9; Edmonton-Calgary
0.8 to 129.9; Vancouver +0.5 to 128.7; (on base
59 = 100) Québec City +0.9; Thunder Bay +0.1 to
4.9.

holesale, November

e general wholesale index (1935-39 = 100) advanced
per cent in November to 293.2 from 291.2 in Octo-
r. It was higher than the November 1970 index of
3.9. Five of the eight major group indexes were
gher, two declined and one was unchanged.

e wood products group index rose 1.6 per cent to
8.0 in November from 401.1 in October on higher
ices for newsprint, cedar and fir. An advance of 1.4
r cent to 336.0 from 331.5 in the animal products
oup index reflected price increases for livestock, fish-
y products, milk and its products, fresh meat and
gs. Higher prices for tobacco, sugar and its products,
d livestock and poultry feeds were the principle items
sponsible for an increase of 0.5 per cent to 232.8 from
1.7 in the vegetable products group index. The textile products group index moved up 0.4 per cent to 264.6 from 263.6 on higher prices for cotton fabrics, raw cotton and cotton yarns. An increase of 0.3 per cent to 319.7 from 318.8 occurred in the iron products group index. The chemical products group index declined 0.6 per cent to 238.2 from 239.7 on lower prices for soaps and detergents, and organic chemicals. A decline of 0.6 per cent to 257.6 from 259.1 in the non-ferrous metal products group index was due to lower prices for export sales of refined copper.

U.S. consumer, November

The United States consumer price index (1967 = 100) rose 0.2 per cent in November, both before and after allowance for normal seasonal changes. The index rose to 122.6 from 122.4 in October and was 3.5 per cent higher than a year ago.

For the three-month period of September-November, the best for measuring the effects of the freeze, which lasted from August 15 to November 13, consumer prices rose at an annual rate of 1.7 per cent, for less than the 4.1 per cent figure of the preceding half year. Among the items whose prices rose in November were fresh vegetables, some women's clothing, local property taxes, gas rates and homes. Most price data in November were collected before the end of the freeze November 13, but some were collected after that date. The Bureau of Labour Statistics made elaborate checks on thousands of prices in an effort to measure the effects of the freeze. Out of 98,000 individual quotations, the great majority did not change, and only 11 per cent increased. Many of these were exempt food items. Of all non-food commodities, only 6.7 per cent showed an increase in price in November over October. For services, the figure was 1.8 per cent.

The November report disclosed these effects of the freeze: the index for restaurant meals and snacks showed an increase of two-tenths of 1 per cent, the smallest rise this year; the index for medical care services, which includes essentially all of medical care except drugs, rose by one-tenth of 1 per cent, the smallest for a month in six years.

Labour organizations in Canada, 1971

At the beginning of 1971, labour unions reported a total of 2,210,554 members in Canada, an increase of 1.7 per cent over the 1970 figure. During the same period, the number of non-agricultural paid workers in Canada increased by 2.7 per cent and the entire labour force by 4.4 per cent. Thus union members in 1971 comprised 33.3 per cent of the non-agricultural paid workers and 26.5 per cent of the total civilian labour force. The 1970 percentages were 33.6 and 27.2 respectively, reports **Labour Organizations in Canada, 1971,** an annual publication of the Canada Department of Labour.

In general, the distribution of union membership in 1971 was not substantially different from that of the previous year; the coverage of the survey also remained unchanged.

Canadian Labour Congress affiliates, with 1,654,147 members reported, accounted for 74.8 per cent of total union membership in Canada. This compares with 75.1 per cent in 1970. Of the 1971 total in CLC affiliates, 1,147,441 members were in unions that were also affiliated with the American Federation of Labor and Congress of Industrial Organizations in the United States. Membership of unions affiliated with the Canadian Labour Congress but not holding affiliation with the AFL-CIO totalled 506,706 or 22.9 per cent of the total.

Another 9.6 per cent of total membership of unions in Canada, 212,065 members, belonged to federations affiliated with the Québec-based Confederation of Nation Trade Unions, and 15.6 per cent were in various unaffi iated international and national unions and indepe dent local organizations.

Although the membership of the CLC and the CNT increased by 21,894 and 4,693 respectively over 197 the distribution of union membership by affiliation i 1971 showed no substantial change. Within the CL there was some change from 1970 in the percentag relationship between members of unions affiliated onl with the CLC and the number in affiliates of both th AFL-CIO and the CLC. This was brought about largel by a change in the relationship with the AFL-CIO one international union. The International Chemic Workers Union had been expelled from the AFL-CI in 1969 on becoming affiliated with the Alliance for La bour Action, a group formed in the United States by th Auto Workers and the Teamsters. Accordingly, th Chemical Workers was shown in the 1970 directory a affiliated with the CLC only. In March 1971, howeve this union was reinstated in the AFL-CIO and appear therefore, in the 1971 directory as affiliated with bot the AFL-CIO and the CLC.

International unions with headquarters in the Unite States accounted for 62.0 per cent of the total 197 membership, compared with 62.5 per cent in 1970; n

l and regional unions, which charter locals in Can-nly, made up 34.9 per cent of the 1971 total (34.6 ent in 1970). Independent local organizations and unions chartered by the two central labour con-es, the CLC and the CNTU, accounted for the re-ing 3.1 per cent of the membership; in 1970 the ntage was 2.8. Although 65 national and regional ns were recorded in 1971, one more than in the ous year, the number of their locals and their bership showed substantial increases.

971, there were 20 unions (compared with 19 in) reporting membership of 30,000 or more. Nine ns reported 50,000 or more members and these ac-ted for 37.0 per cent of the total. **The largest union rms of membership in Canada was again the United workers (AFL-CIO/CLC) with 156,000 members** rted for 1971. Next in size were two national affil-of the CLC: The Canadian Union of Public Em-ees, with 138,088 members reported, and the Public ice Alliance of Canada with 121,571. A list of these unions ranged in order of membership reported in and their relative rankings in the previous year is n in the accompanying table.

ussion of labour union mergers has been consider-in recent years in Canada and the United States in the past five years there have been 17 mergers ting 30 unions operating in Canada. Two such gers have come to the attention of the Department the publication of the 1970 edition of **Labour Or-zations in Canada,** one affecting a national union the other an international union operating in Can-The 2,000-member Association of Radio and Tele-n Employees of Canada (CLC), known as ARTEC, d in June 1971 to merge with the Canadian Union ublic Employees, also a CLC affiliate. The United e and Allied Products Workers (AFL-CIO/CLC), move to eliminate overlapping jurisdiction, voted to ge with the United Steelworkers of America (AFL-/CLC), effective January 1, 1971; the Stoneworkers approximately 300 members in Canada.

international unions, each with one local in On-, have ceased operations in Canada. These are the rnational Alliance of Bill Posters, Billers and Dis-utors of the United States and Canada (AFL-CIO), ch reported 11 members in Canada in 1970, and the pers' International Union of North America (AFL-/CLC), which reported 200 members in Canada at time of the 1970 survey.

Three unions changed their names during the year. The International Brotherhood of Operative Potters (AFL-CIO/CLC) became the International Brotherhood of Pottery and Allied Workers. The American Newspaper Guild (AFL-CIO/CLC) has deleted the word "American" from its title to reflect its international composition. And the Post Office Component of the Public Service Alliance of Canada is now known as the Postal-Communications Component, having membership in both the Post Office and the Department of Communications. The Institutional Employees' Union, formerly categorized as an independent local organization and listed in Part II of the directory, is listed in this edition in Part I among the national and international unions.

As noted earlier, the survey coverage has not changed between 1970 and 1971. The Department is aware, however, that a number of organizations concerned with occupational or professional standards now engage in some form of collective bargaining, negotiation or consultation on wages and conditions of employment. The question of their inclusion or exclusion in subsequent reports is under consideration.

Relative Position in 1971		1971 Membership	Relative Position in 1970
1	United Steelworkers of America (AFL-CIO/CLC)	156,000	1
2	Canadian Union of Public Employees (CLC)	138,088	2
3	Public Service Alliance of Canada (CLC)	121,571	3
4	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC)	111,219	4
5	United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC)	74,645	5
6	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.)	58,918	6
7	International Brotherhood of Electrical Workers (AFL-CIO/CLC)	55,000	7
8	Fédération Nationale de Services, Inc. (CSN)	52,307	9
9	International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)	51,136	8

General topics

Unemployment insurance report

A total of 129,000 initial and renewal claims for benefit were received in all UIC offices during August, a decrease of 25,000 or 16 per cent from the previous month. The current figure, however, is 23,000 or 22 per cent greater than the August 1970 claim load. The increase was spread throughout all provinces. Initial claims allowed under the provision of the new Act numbered 59,500 of which 54,800 were for regular benefit and 4,700 for special benefit. Included in the latter figure were some 1,400 claims for sickness, 2,200 for maternity and 1,100 retirement benefits.

At the end of August, claimants registered for unemployment insurance numbered 411,000, an increase of less than one per cent over the 409,000 registered at the end of July 1971 and August 1970. As the new Act continued into its second full month of operation, the proportion of claimants coming under its provision rose to 38 per cent in August from 26 per cent for the previous month. The 156,400 claimants under the new Act comprised some 150,000 for regular benefit, 2,400 for sickness and 4,000 maternity cases.

Benefit paid in August amounted to $46.0 million, up 10 per cent from the $41.9 million during the previous month and 11 per cent from $41.4 million in August 1970. Effective June 27, 1971 weekly benefit rates incorporated the Supplementary Unemployment Insurance Benefit at 10 per cent, which was paid from January 3, 1971. This applies to benefit paid under provision of the old act. The increased benefit payments are reflected in the comparison of average weekly benefits amounting to $39.53 in August, $36.09 in July and $34.66 in August, 1970.

Employment review

As of November 13, there were 503,000 unemployed p sons compared with 447,000 in October, and 476,000 November 1970. The seasonally adjusted unempl ment rate declined to 6.6 per cent from 6.7 per cent October, and the unadjusted rate, representing act unemployment as a percentage of the labour force, r to 5.8 in November from 5.1 in October. Total empl ment at 8,149,000 was 102,000 below the October to of 8,251,000.

Compared with a year earlier employment in Nove ber advanced 225,000 or 2.8 per cent. The labour for at 8,652,000 was 46,000 lower than in October, 1 252,000, or 3.0 per cent, higher than in November 19 Unemployment rose by 27,000.

Employment. The decrease in employment of 102,(between October and November, was mostly seasor The decline occurred mainly among men 25 years age and over, 55,000, and persons 14 to 24 years of a 40,000.

Seasonally adjusted employment. The seasonally justed employment level decreased from 8,188,000 October to 8,163,000 in November. British Colum and Quebec showed declines, Ontario recorded a ga and the other two regions showed relatively no chang

Unemployment. There was an increase of 56,000 in number of unemployed persons between October a November. The actual number of unemployed men and over increased by 44,000 between October and N vember, a rise that was slightly above average for th months. The increase for persons 14 to 24 years of a 19,000, was usual for this time of year. Unemploym for women 25 and over decreased slightly.

Seasonally adjusted unemployment rate. This was 6.6 November. Rates for persons 14 to 24 years of age a men 25 and over, showed marginal increases; the r for women 25 and over declined.

S. employment

nployment in December was 4,700,000 compared 4,800,000 in November. The seasonally adjusted of unemployment was 6.1 per cent compared with er cent in November; the actual rate of unemploy- t was 5.5 per cent compared with 5.7 per cent in mber. The civilian labour force was 84,883,000.

nemployment insurance fund

ing November 1971, 25,508 investigations were fi- ed across Canada. Of these, 9,444 were on-prem- investigations and 3,430 were selective investi- ons to verify the fulfilment of statutory conditions. remaining 890 formal investigations and 11,744 audit investigations were in connection with claim- suspected of making false statements to obtain fits. Punitive disqualifications as a result of claim- making false statements or misrepresentations bered 3,439. Prosecutions were begun in 93 cases, against claimants. This does not include employer ecutions commenced by the Revenue Branch.

enue received by the Unemployment Insurance d in November 1971 totalled $59,943,126.60 com- ed with $60,834,731.24 in October and 101,007.15 in November 1970. **Benefits paid in No- ber 1971 totalled $69,449,959.46 (including 478,226.00 under the new Act) compared with 241,721.99 (including $29,946,819.00 under the new and $37,583,156.82 in November 1970.** The balance e Fund on November 30, 1971 was $280,873,671.69 pared with $290,380,504.55 in October 1971 and 2,290,448.72 in November 1970.

Gazette error

In the "News Briefs" section on p. 2 of the January 1972 Gazette, para. 3 in column 1 should have read as follows: "The price of bound volumes in Canada will be $7.50; in other countries, the price will be $10."

March credits

Labour Legislation in 1970-71, Part 2, p. 131, was prepared by the Legislative Research Branch of the Canada Department of Labour.

Unemployment insurance report, p. 142, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 144, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 146, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Canada Labour Code, Part V involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Photos. NFB: Cover, p. 119, 121, 122, 123, 124, 126, 128, 131, 132, 134, 136, 138, 140, 149. Public Archives of Canada: p. 114. Brian J. Given, Ottawa: p. 117.

Certification

The Canada Labour Relations Board met for three days during December. It granted thirteen applications for certification, denied one request for review and granted in part one such request. During the month the Board received six applications for certification.

Applications for certification granted. General Truck Drivers and Helpers Local 31, and General Teamsters Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Kingsway Freightlines Limited working at and from Burnaby, B.C., Edmonton, Calgary, Medicine Hat and Lethbridge, Alta. (LG, Nov. 1971, p. 747).

Transportation-Communication Division, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (System Division No. 7), on behalf of a unit of flight crew clerks and flight pairing clerks employed in Canada by Canadian Pacific Air Lines, Limited, Vaoouver International Airport, Vancouver, B.C. (LG, Nov. 1971, p. 748).

Local 9-862, Oil, Chemical and Atomic Workers International Union, on behalf of a unit of mechanics, operators and technicians employed by Westcoast Transmission Company Limited, Vancouver, B.C. at its Fo Nelson Gas Processing Plant (LG, Dec. 1971, p. 801).

Syndicat National des Employés de l'Alimentation Gros de Québec Inc. on behalf of a unit of drivers a helpers employed by G. Gagné Transport Ltée, Vi Vanier, Que. (LG, Dec. 1971, p. 801).

Syndicat National des Employés de l'Alimentation Gros de Québec Inc. on behalf of a unit of drivers a helpers employed by Déménagement Ste-Foy/Movi Inc., Quebec, Que. (LG, Dec. 1971, p. 801).

Seafarers' International Union of Canada on behalf o unit of unlicensed personnel employed aboard the tu Anglegarth, Dalegarth and Thorngarth, by Smit a Cory International Port Towage Limited (I. H. Mathe & Son Ltd., as agents) Halifax, N.S. (LG, Dec. 1971, 801).

Cartage & Miscellaneous Employees Union, Local 9 International Brotherhood of Teamsters, Chauffeu Warehousemen and Helpers of America, on behalf o unit of drivers and warehousemen employed by B risko. Brothers (Quebec) Limited, Dorval, Que. (L Dec. 1971, p. 801).

International Association of Machinists and Aerospa Workers on behalf of a unit of office and clerical e ployees of Crawley & McCracken Company Limite Montreal, Que., employed in the performance of its c tering contract with the Quebec North Shore & Labr dor Railway at Sept Iles, Que. (LG, Jan., p. 41).

International Association of Machinists and Aerospa Workers on behalf of a unit of food handling employe of Crawley & McCracken Company Limited, Montre Que., employed in the performance of its catering co tract with Quebec North Shore & Labrador Railway Sept Iles, Que. (LG, Jan., p. 41).

Teamsters, Chauffeurs, Warehousemen and Helpe Local Union 141, International Brotherhood of Tea sters, Chauffeurs, Warehousemen and Helpers of Am ica, on behalf of a unit of drivers, packers and wa housemen employed by McFalls Cartage Limite London, Ont. (LG, Jan., p. 41).

adian Brotherhood of Railway, Transport and Gen- Workers on behalf of a unit of drivers and mechan- mployed by P. Dickson Trucking Limited, West couver, B.C. (LG, Jan., p. 41).

national Longshoremen's Association, Local 1932, ehalf of a unit of longshoremen employed at the of Montreal by Terminus Maritime Inc., Quebec, . (LG, Jan., p. 42).

earns Transport Ltd. Drivers Association on behalf unit of drivers employed by Maccam Transport , Regina, Sask. (LG, Jan., p. 42).

uests for review. The Board denied a request for re- made by Poole Construction Limited, Edmonton, ., of the Board's Order of November 16, 1971, cer- ng the United Brotherhood of Carpenters And Joi- of America, Local 1325, as bargaining agent for a of employees employed by the company in the thwest Territories. The Board found that only one ne 18 employees the company wished to add to the gaining unit is covered by the Order (LG, Nov. , p. 747, Feb., p. 88).

sons for Judgment were issued by the Board in the uest for review made by the Transport Drivers, rehousemen and Helpers Union, Local 106, Interna- al Brotherhood of Teamsters, Chauffeurs, Ware- semen and Helpers of America, concerning the Or- of Certification issued to it on June 4, 1971, for a of bus drivers employed by Voyageur (1969) Inc., ntreal, Que. (LG, March 1971, p. 193: April 1971, p. June 1971, p. 398; Aug. 1971, p. 548). The Board ted the request for inclusion of drivers subject to re- in the certified bargaining unit but denied the uest for inclusion of drivers on the company's Abi- region payroll. The Canadian Brotherhood of Rail- way, Transport and General Workers, which represents the drivers on the Abitibi region payroll, intervened to contest the request (LG, Jan., p. 41). (Reasons for Judgment issued). (Full text in Supplement No. 8, 1971).

Representation vote ordered. The Board has ordered a vote in an application for certification made by the General Teamsters Local 362, and Chauffeurs, Teamsters and Helpers Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of drivers employed by MacKay's Transport Company Ltd., Lloydminster, Alta. A number of employees within the proposed unit intervened to contest the application (Returning Officer: A. E. Koppel) (LG, Dec. 1971, p. 801).

Applications for certification received. Grainworkers' Union Local 333, International Union of United Brewery, Flour, Cereal and Soft Drink and Distillery Workers of America, on behalf of a unit of office employees of Alberta Wheat Pool, Vancouver, B.C. (Investigating Officer: G. W. Rogers).

Tunnel and Rock Workers Union, Local 168, Labourers' International Union of North America, on behalf of a unit of employees of Hudson-Yukon Mining Co. Limited, Toronto, Ont. employed at its Yukon Territory operation (Investigating Officer: G. W. Rogers).

Canadian Merchant Service Guild on behalf of a unit of employees of Furness, Withy and Company Limited, St. John's, Nfld., employed aboard the tug Glenmont (Investigating Officer: R. L. Kervin).

National Association of Broadcast Employees and Technicians on behalf of a unit of production employees of CFTO-TV Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

Canadian Pacific Police Association on behalf of a unit of police officers employed by Canadian Pacific Ltd., Montreal, Que., in the company's Eastern Region (Investigating Officer: J. J. de G. Loranger).

Canadian Pacific Police Association on behalf of a unit of police officers employed by Canadian Pacific Ltd., Montreal, Que., in the company's Atlantic Region (Investigating Officer: J. J. de G. Loranger).

Conciliation

During December the Minister of Labour appointed conciliation officers to deal with the following disputes:

Arrow Transfer Company Limited, North Vancouver, B.C.; Bekins Moving and Storage Company Limited, Vancouver, B.C.; Commercial Truck Company Limited, New Westminster, B.C.; Gill Alltrans Express Ltd., Burnaby, B.C. (formerly Gill Interprovincial Lines Ltd.); Hill Security Ltd., North Vancouver, B.C.; O.N.C. Motor Freight System, Burnaby, B.C.; Reid's Moving and Storage Co. Ltd.; Vancouver, B.C.; Soo-Security Motorways Ltd.; Burnaby, B.C.; T.I.M.E.–D.C. Inc., Burnaby, B.C.; and Van-Kam Freightways Ltd., Burnaby, B.C., and Teamster Local Unions, 31, 181, 362 and 979 (Conciliation Officer: D. H. Cameron).

Cape Breton Development Corporation (Coal Division) Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing technical employees) (Conciliation Officer: C. A. Ogden).

Cape Breton Development Corporation (Coal Division) Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 504 (representing clerical employees) (Conciliation Officer: C. A. Ogden).

British Overseas Airways Corporation, Toronto, Ont., and International Association of Machinists and Aerospace Workers (Conciliation Officer: H. A. Fisher).

Aeronaves de Mexico, S.A., (Montréal and Toronto), and International Association of Machinists and Aerospace Workers (Conciliation Officer: H. A. Fisher).

Kent Driver Services Limited, Chatham, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: K. Hulse).

Spruceleigh Farms, Division of Canada Packers Limited, Brantford, Ont., and American Federation of Grain Millers, Local 313 (Conciliation Officer: H. A. Fisher).

Soo-Security Motorways Ltd., Winnipeg, Man., ar Teamsters Local Unions 979, 990, 395 and 362 (Con liation Officer: A. E. Koppel).

Poole Construction Limited, Edmonton, Alta. (emplo ees employed in the Northwest Territories) and t United Brotherhood of Carpenters and Joiners America, Local 1325 (Conciliation Officer: G. Rogers).

Settlements by conciliation officers. AirWest Airlin Limited, Vancouver International Airport, and Can dian Brotherhood of Railway, Transport and Gener Workers, Local 332 (Conciliation Officer: A. A. Fran lin) (L G, Feb., p. 90).

C. P. Air, Vancouver International Airport, and Hot and Restaurant Employees' and Bartenders' Intern tional Union, Local 28 (representing cafeteria and flig kitchen employees) (Conciliation Officer: D. H. Car eron) (LG, Feb., p. 90).

Dominion Catering Company Limited, Yellowkni N.W.T., and United Steelworkers of America (Conci tion Officer: G. W. Rogers) (LG, Feb., p. 90).

Radio Drummond Ltée, Drummondville, Qué., and t Syndicat général des communications (Section CHRI (Conciliation Officer: M. Archambault) (LG, Jan., 42).

Les Déménagements Côté Ltéé, Québec, Qué. ar Transport Drivers, Warehousemen and Helpers Unio Local 106 (Conciliation Officer: G. R. Doucet) (L Dec. 1971, p. 802).

The Ogilvie Flour Mills Company Limited, Winnipe Man., and Local 520, Canadian Food and Allied Wor ers (Conciliation Officer: A. E. Koppel) (LG, Dec. 197 p. 802).

Pan-American World Airways Incorporated, Toront Ont., and Fuel, Bus, Limousine, Petroleum Drivers Allied Employees, Local 352; Miscellaneous Worke Wholesale and Retail Delivery Drivers and Helpe Local 351; Cartage and Miscellaneous Employee Montréal and Vicinity, Local 931, and General Drive Warehousemen and Helpers, Local 979 (Conciliatio Officer: H. A. Fisher) (LG, Nov. 1971, p. 749).

iliation board appointed. Maritime Employers' As-
on (The Shipping Federation of Canada, Inc.)
locals 365, 1846 and 1739, International Long-
nen's Association (LG, Feb., p. 90).

iliation boards fully constituted. The Board of Con-
on and Investigation established to deal with a
ie between Canadian National Hotels Limited
Garry Hotel) Winnipeg, Man., and Local 272, Ca-
n Brotherhood of Railway, Transport and General
ers (LG, Dec. 1971, p. 803) was fully constituted
he appointment of W. Scott Wright, Q.C. of Win-
as chairman. Mr. Wright was appointed by the
ter in the absence of a joint recommendation from
her two members of the Board, company nominee
t H. McKercher, Q.C., Saskatoon, and union
iee W. Kennedy, Winnipeg.

oard of Conciliation and Investigation established
al with a dispute between Trailways of Canada
ed, Willowdale, Ont., and Canadian Brotherhood
ilway, Transport and General Workers (LG, Sept.
p. 628) was fully constituted with the appointment
G. Geddes of Toronto as chairman. Mr. Geddes
ppointed by the Minister in the absence of a joint
mendation from the other two members of the
l, company nominee Herbert F. Irwin, Toronto,
nion nominee Henry Weisbach, Don Mills.

Board of Conciliation and Investigation established
al with a dispute between Voyageur (1969) Inc.,
réal, Qué., and Transport Drivers, Warehousemen
Helpers Union, Local 106 (LG, Dec. 1971, p. 803)
ully constituted with the appointment of Roland
blay of St-Jean, Qué., as chairman. Mr. Tremblay
ppointed by the Minister on the joint recommen-
n of the other two members of the Board, company
nee Paul Jolin, and union nominee Bernard Boul-
, both of Montréal.

iliation board reports received. Air Canada,
tréal, Qué., and Canadian Air Line Employees' As-
tion (LG, Feb., p. 90). (Full text appears in Supple-
No. 8, 1971).

xa Trainship Corporation and Seafarers' Interna-
l Union of Canada (LG, Jan., p. 43). (Full text ap-
s in Supplement No. 8, 1971).

ements reached before conciliation Board met.
T Radio Sherbrooke Ltée, Sherbrooke, Qué., and
onal Association of Broadcast Employees and
nicians (LG, Dec. 1971, p. 802).

CHLT Télé-7 Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (LG, Dec. 1971, p. 802).

Telegram Printing & Publishing Co. Ltd. (Radio Station CKTS-AM), Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (LG, Dec. 1971, p. 802).

Settlements reached by conciliation board. Canadian Broadcasting Corporation, and Service Employees International Union, Locals 183, Ottawa and 204, Toronto (LG, Nov. 1971, p. 750).

Trailways of Canada Limited, Willowdale, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (see above).

Canadian Lake Carriers Association (representing certain member companies) and Canadian Marine Officers' Union (LG, Jan., p. 44).

Atomic Energy of Canada Limited, Chalk River, and Local 404, Office and Professional Employees International Union (LG, Feb., p. 91).

Settlements reached after board procedure. Air Canada, Montréal, Qué., and Canadian Air Line Employees' Association (Settlement reached following the mediation assistance of G. R. Doucet and S. T. Payne) (see above).

Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (LG, Feb., p. 91).

Dispute in which conciliation board not appointed. Vanstor Transport Co. Ltd., Richmond Hill, Ont., and Warehousemen and Miscellaneous Drivers, Local Union 419 (LG, Jan., p. 43).

Strike terminated. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (strike terminated December 9 following mediation assistance provided by A. E. Koppel) (LG, Dec. 1971, p. 803).

Railway arbitration

Two cases were heard by the Canadian Railway Office of Arbitration on October 13, 1971. Ten were heard on November 9, 1971. Two of the grievances were allowed, nine were dismissed and discipline was reduced in one case.

Case No. 313. Dispute between CP Rail and the United Transportation Union over the size of a yard crew.

The company decided to reduce a three-man crew to a two-man crew, but the union said that certain moves could not be performed safely with the smaller crew. The arbitrator studied the issue and concluded that "by the use of revised switching methods and the limitati in some cases of the number of cars handled, the w of the assignment could be performed with adequ safety." He concluded that the crew of two could form the work safely.

Case No. 314. Dispute between CP Rail and the Un Transportation Union over the size of a yard crew.

The company asked to reduce a three-man yard crew two men. The union contended that safety would be paired by the change. The arbitrator said that cer switching involved in the assignment could be d safely with two men but that the job of classifying on a gradient needed three men. He therefore den the request of the company.

Case No. 315. Dispute between CN and the Br erhood of Maintenance of Way Employees over the ciplining of a sectionman.

A work gang was unloading ballast and the men w told that they would have to work some overtim complete the job. A sectionman told his supervisor he did not want to work overtime and stopped work There was an altercation between the two men and a an investigation, the sectionman was suspended fo days.

When he objected to working overtime, the grievor not state any reasons for his objection. When the o time work began, he objected again and went to the that was to carry the gang back to the yard. He sta in the bus and on two occasions blew the horn of bus. Later he told his supervisor that he was sick. arbitrator said that since he was sick, he was not quired to work overtime. But he added that he sho have told this to his supervisor earlier. As for the leged altercation, the grievor was said to have placed hand on his supervisor's shoulder and squeezed. made also some threatening remarks. This, the a trator said, was not an assault on the supervisor. "In view, the grievor was subject to some minor discip in respect to his behaviour." Although the section did have a bad record, the arbitrator found the pun ment "excessive." He said that a 10-day suspen would have been in order and ordered that compe tion be made for other time lost.

No. 316. Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over article in the job security agreement.

company reduced the staff at a wharf freight office, the union said that two months advance notice ld have been given. The company had issued a di- re asking for a 10 per cent reduction in clerical pay- osts and the supervisory staff at the wharf in ques- abolished three positions. The arbitrator said that irective was "really to the effect that local super- n should tighten up its operations." He found that r the work load was insufficient or it was not neces- o perform the work itself. These changes have not the "technological, operations or organization" ges contemplated by the agreement. He dismissed rievance.

No. 317. Dispute between CP Transport and the erhood of Railway, Airline and Steamship Clerks, ht Handlers, Express and Station Employees over o casual employees.

employees in question had been paid a wage rate l to the first year rate specified in the agreement. nion contended that these employees should have ved "step rates" as outlined in the agreement. the company paid the employees the higher rates y retroactively as outlined in the agreement: "The ment of a dispute shall not involve retroactive pay nd a period of 60 calendar days prior to the date uch grievance was submitted in writing by the em- e or his accredited representative." The union con- d that the 60-day period was not long enough. The and the company disagreed also on the proper cation of the graduated rate scale. The union said he "second year" rates apply to employees who completed one year of "employment relationship" he company. The company said that the rates ap- employees who have completed one year of work- rvice.

irst question was whether length of service for cas- nployees was to be calculated as of their seniority or by accumulation of days actually worked. The any contended that length of service means king service" or "service performed" and not n of time which the employee has spent in an em- nent relationship with the company. The union the opposite view. The arbitrator decided on the basis of the terms in the agreement that service would mean the length of the employment relationship. "On this aspect of the case, then, the union is entitled to succeed," said the arbitrator, "and all employees are to be paid on the graduated rate scales according to their length of service as above defined."

The second question involved the extent of retroactivity of payment to which "casual" employees would be entitled under the above interpretation. The arbitrator said that those who are entitled to 'second year' or 'thereafter' rates may have been entitled to such rates for some time. The agreement limits the amount of retroactive pay that may be made in the settlement of a dispute. Thus, the arbitrator was guided by the agreement in making his award "that employees be paid in accordance with the interpretation of (an article in the agreement) . . . Employees entitled to the 'second year' or 'thereafter' rates are to be compensated for any loss of earnings attributable to the company's failure to pay such rates, where appropriate, from and after 60 calendar days before the date the grievance was submitted in writing."

Case No. 318. Dispute between CP Transport and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the cancellation of a truck route.

The company began operating a trucking service between two points but cancelled it a month later because of a lack of business. The union contended that this cancellation is covered by an article in the Job Security Agreement but the company did not agree. The arbitrator said that two questions were involved: whether the cancellation of the service was a "technological, operational or organizational change" and, if so, whether the position had been permanently held so that the driver would be entitled to the benefit of maintenance of rights under the agreement.

The arbitrator said that the route was established on a trial basis and it was found that a regular service could not be justified. The run was therefore cancelled. "It was simply the discontinuance of routine operations on grounds of insufficient business." Since this was the case, it was not necessary to determine whether the grievor held the position permanently or not. He dismissed the grievance.

Case No. 319. Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over pay claims by a driver.

The vehicleman was told that he would be required to do an extra trip on completion of his regular assignment. Later, he was told that he would not be required to make the extra trip as it had been assigned to another employee. The union contended that once this employee had been told to work overtime, the company could not rescind such instructions without paying the employee the wages that he would have earned if he had completed his overtime assignment. The arbitrator said that the grievor was inconvenienced and disappointed but that he was not deprived of anything to which he was entitled under the collective agreement. He dismissed the grievance.

Case No. 320. Dispute between CP Express and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over general holiday provisions of the collective agreement.

The employee was on leave of absence without pay from September 2 to September 11. The union contended that the employee was entitled to a days wages for Labour Day. To qualify for the holiday, an employee must have been in the service of the company and available for duty for at least 30 calendar days; must have been available for duty on such a holiday if notified prior to completion of his last shift or tour of duty preceding such a holiday; and must have been entitled to wages for at least 12 shifts or tours of duty during the 30 calendar days preceding the holiday. The arbitrator found that the employee met these criteria and allowed the grievance.

Case No. 321. Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the awarding of a position to a junior employee.

The company posted a notice advertising for a 4th engineer. The position was awarded but an employee senior to the winner of the competition appealed the appointment. The arbitrator found that the senior employee did not meet the requirements imposed by the company for the position. He said that the grievor was not entitled to preference over others because of his seniority. He dismissed the grievance.

Case No. 322. Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over which category of employee should have performed certain work.

On a rest day for time clerks at a wharf, a timekeep reported for work and performed certain functions. T union contended that the work should have been do by a time clerk who was covered by the agreement a submitted a claim for eight hours pay at punitive ra for one time clerk. The company refused to pay t claim. The arbitrator said that nowhere in the agre ment is there a prohibition of such work being done supervisors. He said that "if the parties had meant to clude such an important provision as a prohibiti against the performance of 'bargaining unit' work supervisors, they would have done so in clear terms He dismissed the grievance.

Case No. 323. Dispute between CN and the Canadi Brotherhood of Railway, Transport and General Wor ers over discipline assessed to a steward-waiter.

The company replaced certain cars on a train with co ventional equipment. Included was a cafe coach loun offering both bar and cafe services. The company sa that the steward-waiter was replaced by another e ployee when he would not assure his supervisor that would operate both services. Following a hearing, steward-waiter was assessed 30 demerit marks.

After looking at the evidence, the arbitrator said th the grievor's action and statements amounted to a re sal to carry out a "significant portion of his assignmen But the arbitrator said that the steward-waiter did ha some cause for complaint and that the penalty impos was "unduly severe." But since there was no request a reduction of the penalty, the arbitrator made no det mination of the matter. He dismissed the grievance sa ing that the grievor did refuse to carry out "a signific part of the directions given him."

Case No. 324. Dispute between CP Rail and the Bro erhood of Railway, Airline and Steamship Cler Freight Handlers, Express and Station Employees ov a claim for overtime.

The brotherhood contended that the company viola the agreement when it allowed office supervisors to p form the duties of train machine clerks on several oc sions. The use of the supervisors was required beca of disruptions caused by severe snowstorms. But agreement does not prohibit the performance of su work by supervisors and the arbitrator dismissed case.

ecisions
the umpire

3003. The claimant submitted a claim for benefits ay 1969, declaring that he had last worked as an in- or for a contractor for 3½ months when he ed working because "his job was finished." In Au- the claimant signed a statement to the effect that ad been at work repairing and painting his own e; that he spent the whole week in that locality; that sometimes during the week he went to the where his family lived in the evening and returned home the next day. He further stated that he had ed the Manpower Centre and the Commission's Office that he was at his home. He was still avail- for work, being engaged in repairing his house be- he "had nothing to do." The claimant had not to find employment because he wanted to finish pair work. If work were offered to him, however, is ready to accept it immediately.

renewal of his claim for benefit made in January, aimant gave the same employment information as d in his original claim. In reply to a question on pplication form—"Have you had any other jobs in st six weeks?"—the claimant replied "yes," indicat- hat he had worked for himself cutting wood on his and that this had come to an end because of a lack rk.

, the claimant completed a farm questionnaire, stated that since August 1968 he had been the r of a 400-acre farm, and had been living on the since October 1969. The closest likely place of em- nent was 115 miles from the farm, and he could get in a small truck. Eighty acres of the farm were cul- d, 20 were in pasture and the remainder in wood- he had 10 beef cattle, a tractor, a harrow, a plough hay loader. **He claimed a loss of $3,000 in 1969, tated that he did not regard farming as his principal s of livelihood, and that his work on the farm would revent his immediate acceptance of suitable full- employment in winter or summer.** In reply to a ion on the questionnaire—"State in full your per- farming activities"—the claimant stated that "he nly 10 beef cattle, for which he made hay, and he sowed potatoes for himself." As to sources of income from April to September, he answered "unemployed," and from October to March, "none."

In a statement to the Commission in February 1970, the claimant said he had been living on his farm since August 1969. His livestock included three heifers, five calves, seven pigs and a horse. He also admitted cutting wood on his land and using his horse to haul it. Before the holiday season, he had sold about 60 cords of pulpwood to a paper company at $20 a cord. He had about 32 cords cut but not sold, all of it sound; 18 of the 32 had been cut before January 5, 1970. The claimant went on: "The other cords have been cut since I became employed. I cut them to pass the time."

According to the claimant, he had not declared his activities since becoming unemployed because the cut wood had not been sold. He did not keep an account of the time spent cutting wood because "when he went to cut wood, he spent the whole day at it." Sometimes he spent the day caring for his animals.

The claimant also asserted that since becoming unemployed, he had been and still was available for full-time work as a lumberjack "here in the neighbourhood, because I have to be home morning and evening to tend the animals." In concluding he stated that he had not looked for work since the summer of 1969, when he had gone to register at the Manpower Centre.

A check of the records kept by the paper company was made by a Commission investigator. This revealed that between October 22 and December 18, 1969 the claimant had sold 59.47 cords of wood to the company at $20.05 a cord, for a total of $1,171.56.

A Commission investigator visited the claimant's farm on February 11. A report (Exhibit 5) was placed in the file with the following information: The claimant lives alone on the farm, and his family lives in a nearby town. The investigator saw the claimant's bush paths, and two stacks of pulpwood he estimated at a minimum of 40 to 45 cords. The wood in question was freshly cut and bore no measuring marks. Following along the paths used for hauling, the investigator saw freshly cut wood that had not been collected and corded, and this amounted to "a minimum of about ten cords." "The 'tops' and the sawdust on the snow were recent. The hook and the fuel for the power saw were nearby." According to the investigator, the claimant had cut "at least" 50 cords of wood since December 18, 1969, the date of the last measurement.

The claimant initially tried to deny having cut wood after the holiday season, but when the investigator informed him of the visit to the farm, the claimant "admitted it in part." In his report to the Commission for the two weeks beginning January 4, 1970, the claimant stated that he had not worked or earned money, and had been available for work every day.

In his report for the two weeks beginning January 18, the claimant admitted having worked, but not for the whole week. He added that he had earned no money and was available for work every day. He added, "I take care of 10 head of cattle and seven pigs. I can work in (the nearby town) so as to be home every evening to attend to the animals."

On February 20, the insurance officer advised the claimant that he was disqualified from receiving benefit with effect from January 4, 1970, for the following reason: "You are working for yourself as a farmer, and you have not proved that you are unemployed."

In his appeal to the Board of Referees the claimant asserted that he was still prepared to work. The Board's decision reads in part as follows: Under the Regulations, a claimant who is self-employed can be considered unemployed only if the self-employment in question "is so minor in extent that a person would not, under the circumstances, normally follow it as a principal means of livelihood," and in this case, considering the size of the claimant's farm, his farm implements and quantities of wood he has cut, we are of the opinion that the claimant is bound to admit that his farm is his principal means of livelihood at the moment.

The claimant also admits that he has not looked for work since last summer. During the hearing, the claimant tried to persuade us that only woodcutting interested him on his farm. He nevertheless agreed that the only work he had for the tractor he bought last fall was ploughing and cultivation. By his own account, he cannot use the tractor in the woods because the terrain is too uneven. Once again, the Board is of the opinion that his principal means of livelihood is the establishment he runs, and it matters little whether he calls it a logging or farming operation. We are not prepared to believe that the claimant cut the wood, as he says, merely to pass the time.

The Board was unanimous in its decision to dismiss the claimant's appeal. Then a farmers' union appealed to the Umpire. The Umpire said that during the period in question the claimant was engaged more in woodcutting t in "farming" in the strict sense of the word. Except attention to the animals, farming was clearly impra cable at that time of the year. If he had remained in tive, he could have claimed entitlement to benefit d ing the off-season, but according to the evidence he a fairly large quantity of wood during that time.

The Umpire continued: The claimant admitted that cut 78 cords of wood between September and Janu 59.47 cords of it being sold between October and cember for $1,171.56. In his statement of February admitted having 32 cords already cut, 14 of them a January 5. He disputed the estimate made by a C mission investigator on February 11 to the effect tha had 40 to 45 cords not yet measured and a further cords or so cut but not gathered.

In his weekly reports for the two weeks beginning Ja ary 4, the claimant stated that he had not worked had not earned any money. For the two weeks be ning January 18, he said he had worked some pa weeks, although he admitted after a visit by the inve gator that he had cut at least 14 cords of wood du that period, and looked after his 10 beef cattle an pigs.

It is true that the claimant said he was prepared to cept work in a nearby town from where he could re home each evening. The insurance officer pointed however, that the only place where there was a cha of getting work was 120 miles away. **The purchase tractor ill-suited to gathering wood in view of the na of the terrain would also show that he intended to gage in farming as his principal means of livelihoo the summer, and in woodcutting in the winter.**

The claimant would doubtless have accepted be paying work than woodcutting if any had been offe to him in the vicinity, since this would have enab him to continue to care for his animals. In the circ stances, one cannot blame him for keeping busy home during his unemployment, instead of remain idle. Nevertheless, he made no personal effort to work elsewhere, and the work he engaged in at ho certainly occupied the bulk of his time during the riod that is the subject of this appeal.

Furthermore, even though his income was not great engaged in this occupation as if it were a princ means of livelihood while waiting to receive an offe employment from the Manpower Centre. For these sons, I find no fault in the decision of the Board of erees, and I dismiss the appeal.

blications in the library

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publications listed below are recent acquisitions. may be borrowed through a local library (busi- university, public, etc.) or directly if there is no lo- rary. Please indicate the publication numeral, and onth listed, when requesting loans.

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—Chasan, Will. Samuel Gompers: leader of Amer- abor. New York, Praeger [c1971] 159p.

—Duncan, James Stuart. Not a one-way street; the iography of James S. Duncan. Toronto, Clarke, Ir- 971. 262p.

—Mortimer, Wyndham. Organize! My life as a man. Edited by Leo Fenster. Boston, Beacon xxvi, 274p. Biography of a pioneer union orga- n the UAW.

—Radosh, Ronald, comp. Debs. Englewood Cliffs, Prentice-Hall [1971] viii, 181p.

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—Congressional Quarterly Service, Washington, Civil rights: progress report, 1970. [Edited by Rob- . Diamond and Arlene Alligood] Washington]92p.

No. 8—Wolk, Allan. The Presidency and Black civil rights; Eisenhower to Nixon. Rutherford, N.J., Fairleigh Dickinson University Press [1971] 276p.

Civil Service

No. 9—Canadian Union of Public Employees. The CUPE story. [Ottawa, 1971?] lv. (unpaged)

No. 10—Federal Management Improvement Conference, Washington, D.C., 1970. Proceedings. [Washington, G.O.P., 1971] 184p.

No. 11—Rosenbloom, David H. Federal service and the Constitution; the development of the public employment relationship. Ithaca, Cornell University Press, [1971] 267p.

Collective bargaining

No. 12—Arthurs, Harry William. Collective bargaining by public employees in Canada: five models. Ann Arbor, Institute of Labour and Industrial Relations, University of Michigan-Wayne State University, 1971. 166p. The author received a grant from the Labour Department-University Research Committee.

No. 13—Baumback, Clifford Mason. Structural wage issues in collective bargaining. Lexington, Mass., Heath Lexington Books [1971] xii, 190p.

No. 14—Levinson, Harold Myer. Collective bargaining by British local authority employees. Ann Arbor, Institute of Labor and Industrial Relations, University of Michigan-Wayne State University, 1971. 80p.

No. 15—Quinet, Félix. Collective bargaining in the Canadian context; with references to collective bargaining in the Public Service of Canada. Ottawa, 1971. 67p. Contents. The role of research in centralized bargaining: the Pay Research Bureau. The role and contents of collective agreements in Canada. Collective agreements and their seniority provisions. The need for analyzing the costs of collective agreements and settlements in Canada.

No. 16—Saraydar, Edward. Uncertainty, the bargaining problem, and the Nash-Zeuthen solution. London [Ont.] University of Western Ontario, Department of Economics, 1971. [309]-319p.

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Labour statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Previ Y
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended November 13, 1971		8,652	− 0.5	+
Employed	November	8,149	− 1.3	+
Agriculture	November	471	−10.6	−
Non-agriculture	November	7,678	− 0.6	+
Paid workers	November	7,123	− 1.1	+
At work 35 hours or more	November	5,187	+32.2	+
At work less than 35 hours	November	2,674	−33.0	+
Employed but not at work	November	288	−14.3	+
Unemployed	November	503	+12.5	+
Atlantic	November	54	+20.0	+2
Québec	November	175	+ 8.0	+
Ontario	November	149	+ 9.6	+1
Prairie	November	59	+15.7	−
British Columbia	November	66	+24.5	−1
Without work and seeking work	November	480	+12.9	+
On temporary layoff up to 30 days	November	22	+ 4.8	−1
INDUSTRIAL EMPLOYMENT (1961 = 100)†	September	131.9	− 0.5	+
Manufacturing employment (1961 = 100)†	September	125.0	− 0.3	+
IMMIGRATION	1st 6 mths 1971	591.77	—	−1
Destined to the labour force	1st 6 mths 1971	319.17	—	+1
STRIKES AND LOCKOUTS				
Strikes and lockouts††	November	82	−18.3	+1
No. of workers involved††	November	19,648	−49.7	−4
Duration in man days††	November	233,150	−29.0	−5
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)†	September	141.10	+ 1.4	+
Average hourly earnings (mfg.)†	September	3.32	+ 1.2	+
Average weekly hours paid†	September	40.3	+ 1.0	+
Consumer price index (1961 = 100)	October	134.9	+ 0.1	+
Index numbers of weekly earnings in 1961 dollars (1961 = 100)‡	September	133.4	+ 1.7	+
Total labour income (millions of dollars)†	September	4,529.7	+ 0.9	+1
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	November	181.7	+ 0.3	+
Manufacturing	November	176.5	− 1.0	+
Durables	November	158.5	+ 1.1	+
Non-durables	November	199.4	− 2.0	+1
NEW RESIDENTIAL CONSTRUCTION**				
Starts	November	18,932	− 2.1	−
Completions	November	16,865	+ 3.5	+3
Under construction	November	16,418	+ 1.4	+4

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, wh in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ All salaried employees.
** Centres of 10,000 population or more.
†† Preliminaries.

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